



Investing into the future: Corporate Social Responsibility (CSR)

Our goal is to create sustainable structures with the company and promote a new, socially responsible way of thinking. We would like to further develop our activities with our customers, partners and suppliers while involving our employees, the society and the environment to a great extent.

Ruppel is responsible ...

... towards employees.

Our employees are our most valuable asset, for whom we feel responsible to the greatest possible extent. We are promoting open communication and a cooperative relationship, without any hierarchical barriers. Through individual responsibility, motivation and commitment, every single employee contributes to our joint result.

... towards customers.

We are trying to find tailor-made and high-quality solutions for our customers promptly, reliably and with great commitment. We would like to not only meet but even exceed our customers' expectations.

... towards the environment.

Our production facilities are subjected to extensive inspections and maintenance measures on a regular basis in order to take all measures to protect the environment.

The following projects were implemented last year as part of our environmental protection measures:

- Since 2009, 100% of wood production residues have been recycled via the heating circuit.
- In 2011, a Regenerative Thermal Oxidiser (RTO) was put into service to avoid any air pollution by our paint-coating units.

... towards society.

Ruppel is involved in various regional social and sports institutions. Instead of spending money on give-away items, we have been funding social organisations for several years.



Code of Conduct (CoC): Mandatory rules of conduct within the company

The Code of Conduct is a behavioural guideline, which is mandatory for all employees of Ruppel GmbH & Co. KG. It stipulates the company's most important fundamental rules and minimum standards.

The goal of the CoC is to support our employees in any legal and ethical issues and provide them guidance as to proper behaviour.

We are responsible towards people cooperating with our company:

We do not tolerate any kind of forced or child labour as well discrimination and are monitoring the compliance with labour laws in all areas of the company in collaboration with the trade unions.

Our code of ethics and responsibility:

- We feel responsible for our employees.
- We ensure health and safety at the workplace.
- We prefer a modern management approach (clear goals, responsibility).
- Our corporate culture is based on trust, respect and mutually beneficial cooperation.
- We train our employees and make it possible for them to employ their knowledge and expertise at the right place within the company.
- We stand for fairness, tolerance and equal opportunities.
- We support the cooperation with trade unions (e.g. employment contracts, weekly working hours).
- We pay our employees additional remuneration (e.g. holiday allowance and Christmas bonus).
- We expect our employees to respect and implement these rules.