

Code of Conduct

Basic guidelines

For our company, compliance with the applicable laws and regulations is a matter of course. Our employees are required to comply with the legal rules and regulations applicable to the area of their activity.

GLW GmbH observes national and international laws that direct the import, export or domestic trade of goods, technologies or services, as well as the handling of certain products and capital and payment transactions. We also observe national and international embargo and export control regulations.

In our company, any form of bribery and corruption is prohibited, whether by public officials or in business dealings. Our employees are prohibited from demanding, being promised or accepting money or anything of value in return for the purchase of products or other services. Any material or mental gratuity to employees or agents of a business operation in return for preferential treatment in business dealings is prohibited.

Our company is committed to ethical, fair and open competition. Our employees are prohibited from entering into agreements that influence competition in an unlawful manner. All employees of our company must comply with and ensure compliance with the laws in force in the respective countries for the protection of competition.

Handling of information and intellectual property

GLW GmbH is unconditionally committed to protecting the intellectual property and copyright of third parties. We do not use fraudulent methods to obtain trade secrets of our competitors or internal and confidential information about them. We do not engage in the unauthorized use, copying, distribution or modification of software or other intellectual property.

Our employees are obliged to maintain secrecy about company and business secrets and other internal matters. This applies accordingly to non-public information about contractual partners and customers, even after termination of the employment relationship.

GLW GmbH guarantees compliance with the provisions of data protection law. Any kind of processing of personal data must be in accordance with applicable data protection law. Documents containing personal data about employees are treated confidentially and protected from unauthorized access.

Environmental protection and sustainability

Our company is committed to its responsibility for environmental protection, sustainability and an environmentally friendly use of natural resources.

GLW GmbH complies with the applicable laws, regulation and standards for environmental protection.

We always strive for responsible use and procurement of natural resources in the production and distribution of our products and services.

Social responsibility

Our company is committed to an equal opportunity and supportive work environment characterized by respect and tolerance, where the value and dignity of each individual is recognized and all employees treat each other with courtesy, honesty and dignity. Harassment, bullying and intimidation are prohibited.

The prohibition of child and forced labor is observed in our company.

We respect different cultural, ethnic and religious backgrounds and are committed to the principle of equality, regardless of nationality, race or ethnic origin, age, disability, appearance and other physical features, skin color, sexual orientation, gender, religion and belief or any other characteristic protected by law. Personnel-related decisions must be made free of any discrimination. GLW GmbH does not tolerate any discriminatory behavior towards employees or applicants.

Our company respects the dignity and personal rights of our employees and third parties with whom we have business contact.

Occupational safety and health protection in the workplace is ensured within the framework of national regulations. We comply with legal regulations to ensure fair working conditions, including those relating to remuneration, working hours and the protection of privacy.

Compliance with the Code of Conduct

The Code of Conduct must be handed over to and complied with by every employee of our company.

Our company will implement the basic values contained in the Code of Conduct in all business areas by implementing all appropriate organizational measures and appropriate guidelines and processes required for this purpose. Compliance with the organizational measures, guidelines and processes introduced in this respect will be regularly monitored by our company.

Depending on their severity, violations of the Code of Conduct and legal requirements may have consequences under employment and liability law and may also result in criminal prosecution.