

Principles on Working conditions and human rights

Basic provision on respecting human rights

SAR Elektronik GmbH is aware of its responsibility towards society and acts accordingly. We recognize the shared responsibility of the company and our employees for the common good. For this reason, we are committed to the United Nations Universal Declaration of Human Rights and actively advocate compliance with it.

We therefore have a zero-tolerance policy on issues such as child labor, forced or compulsory labor and human trafficking, as well as harassment and discrimination.

Should a violation of one of the following regulations by one of our employees or business partners become known, this will result in immediate termination or dissolution of the employment or business relationship without notice.

Health protection, safety at work

SAR is responsible for a safe and healthy working environment. By setting up and applying appropriate occupational safety systems, necessary precautionary measures are taken to prevent accidents and damage to health that may arise in connection with the work. In addition, employees are regularly informed and trained on applicable health and safety standards and measures. Employees are given access to sufficient quantities of drinking water and access to clean sanitary facilities.

Exclusion of forced labor and human trafficking

No forced labor, slave labor or comparable work may be used. All work must be voluntary and employees must be able to terminate the work or employment relationship at any time. Furthermore, there must be no unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment.

Prohibition of child labor and protection of young workers

Child labor may not be used at any stage of production. SAR adheres to the recommendation from the ILO conventions on the minimum age for the employment of children. Accordingly, the age should not be less than the age at which compulsory schooling ends and in any case not less than 15 years.

Fair pay and social benefits

The remuneration paid to workers must comply with all applicable laws on remuneration, including, for example, laws on minimum wage or overtime. If the statutory minimum wage is not sufficient to cover the cost of living, the business partner is obliged to pay remuneration that covers basic needs. Wage deductions as a punitive measure are not permitted. The basis on which workers are remunerated is communicated to employees on an ongoing basis by means of a pay slip.

Fair working hours

Working hours must comply with applicable laws or industry standards. Overtime is only permitted if it is voluntary and does not exceed 12 hours per week, while employees must be granted at least one day off after six consecutive working days. The weekly working time may not regularly exceed 48 hours.

Freedom of assembly and association

SAR respects the right of workers to freedom of association, to join trade unions, to appeal to workers' representatives or to join works councils in accordance with local laws. Workers must be able to communicate openly with management without fear of reprisal or harassment.

Diversity, equality, inclusion and ethical recruitment

Equal opportunities and equal treatment of our employees regardless of their skin color, race, nationality, ethnicity, political affiliation, social background, any disabilities, sexual identity and orientation, religious beliefs, gender or age is important to us.

These principles must also be observed when recruiting employees.

Women's rights and equality

Equality between women and men is important to us. Girls and women should have the same rights and opportunities in their lives as boys and men and be completely equal to them in everything.

Rights of minorities and indigenous peoples

The rights of indigenous peoples and local communities should be respected and protected throughout the supply chain in accordance with the United Nations Declaration on the Rights of Indigenous Peoples.

Prohibition of harassment

We respect and protect the dignity of our employees and treat them with respect. We are committed to ensuring that all employees can work in an environment free from sexual, psychological and physical harassment.

Harassment of employees is therefore strictly prohibited. This includes harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of employees, or the threat of such treatment.

Prohibition of discrimination

Inappropriate treatment of employees, such as psychological hardship, sexual harassment or discrimination, including gestures, language and physical contact that is sexual, coercive, threatening, abusive or exploitative, will not be tolerated.

Discrimination against employees in any form is not permitted. The personal dignity, privacy and personal rights of each individual remain inviolable.

Use of private or public security forces

There is an obligation not to hire or use private or public security forces if there is a risk that the company's use of security forces will violate the prohibition of torture and cruel, inhuman or degrading treatment, injure life or limb or impair freedom of association and union.

Land, forest and water rights and ban on forced evictions

All activities (including the production and processing of raw materials) should protect natural ecosystems and prevent the alteration, deforestation and degradation of forests. This is to be achieved through the identification and management of natural forests and other natural ecosystems. Furthermore, no unlawful evictions from land, forests or water bodies will be carried out, whether for acquisition, development or other use.