



Our Guidelines

Code of Conduct

(Status December 2021)

1. Social Responsibility
2. Following Law and Order
3. Work Safety, Health- and Environmental Protection
4. Collaboration with Business Partners and Third Parties
5. Avoiding Conflicts of Interest
6. Protection of Information and Data Privacy
7. Dealing with Fellow Employees
8. Use of Corporate Resources
9. Following the Code
10. Your contact persons re our Code of Conduct

Note: Due to easier readability we use only the male form of designations. Corresponding terms always apply to male, female or diverse sexes due to equal treatment of all genders. The shortened form of speech is only due to editorial reasons, shall simplify reading the Code and does not include any judgement of gender.

Social Responsibility

As a family-owned business we feel committed to the following values:

We deal with our employees on a human partnership basis and ensure a fair business competition.

We take over responsibility for our society and our environment.

Our activities are based on the principles of bona fide and are determined by individual accountability, sincerity and loyalty.

Adhering to the prohibition of child- and forced labour is important to us. We respect and protect the rights to free assembly and freedom of association as well as international human rights. We ensure not to be complicit in human rights violation.

By innovation, a high product and service quality as well as by a know-how transfer in training, we create additional values for our clients and secure a long-term business success.

Following Law and Order

As a matter of course, we adhere to all laws and regulations applicable- on a local as well as on a national and on an international level. We do not tolerate bribery or corruption of any kind.



We respect the dignity and personal rights of our staff and Third Parties we do business with.

Every employee is required to follow the regulations of competition law.

Any agreements, aligned behaviour, informal talks or gentlemen's agreements, which aim at limiting competition, are prohibited.

Occupational Safety, Health- and Environmental Protection

We strive for a responsible use and procurement of natural resources (water, energy, materials cultivation areas and space) when producing and distributing our products and services.

Environmentally-friendly technologies are reviewed as well as consistently supported and implemented.

We provide a healthy and hazard-free working environment for our employees by adhering to laws and regulations regarding health and safety at workplaces.

Every employee has to apply all environmental, work- and occupational safety- as well as hygiene regulations and is jointly responsible for his division.

Our production facilities are carefully planned, supervised and maintained. It is important to us that our staff is thoroughly instructed, intensely trained and professionally supported.

Collaboration with Business Partners and Third Parties

Our business competition is based on integrity and we provide our business partners with legally compliant contractual arrangements determined by partnership.

The employees are obliged to keep all information about and from business partners confidential and shall not disclose any information of that kind.

Material gifts, invitations or other benefits for or from business partners or third parties of all kind may only be offered or accepted if they comply with usual business practice, i.e., they are customary and do not have an inappropriately high value.

Avoiding Conflicts of Interest

We put emphasis on avoiding all actual or apparent conflicts of interest between the employees and the company. The employees' private interest is to be strictly separated from the corporate one. Expressing private opinions in public are to be indicated as such.

Taking up a secondary remunerative employment or the intention to undertake entrepreneurial activities outside the company are subject to notification and approval.

The same applies to direct or indirect participation of employees in companies not listed at the stock exchange competing wholly or partially with BiGu Mühlengruppe or belong to the group of its business partners.



Protection of Information and Data Privacy

We follow the rules and regulations applicable, when collecting, saving, processing or transmitting personal data and information.

Our employees are obliged to be sworn to secrecy regarding all internal matters of the company. Their knowledge of internal confidential processes may solely be used for operative purposes

Dealing with Fellow Employees

Every employee's dignity and personality have to be respected. We treat each other respectfully, based on mutual trust.

We do not tolerate any kind of discrimination against, harassment or insult.

We create a working environment free of discrimination, harassment or insult.

No person shall be disadvantaged because of ethnic origin, gender, religious belief or ideology, an impairment, age, sexual identity or any other personal characteristics.

Discrimination means, e.g., mocking, excluding, disadvantaging, hampering of any kind.

Use of Corporate Resources

Every employee is responsible for protecting corporate resources and using them economically.

The deployment of these tangible assets, corporate property as well as intangible assets (personnel resources, intellectual property, confidential information, ideas and knowledge) is always executed in the best interest of the company.

Adhering to the Code

All of us– employees as well as members of the board and management are obliged to adhering to the basic principles stipulated herein.

Infringements of the law are not tolerated. Furthermore, employees infringing this Code may have to consider disciplinary measures as well as extensive consequences under employment law including the loss of employment

We see it as a corporate task and an objective of our executives to create a working climate which facilitates an open communication without fear of reprisals. Whoever may learn about any violations of this Code of Conduct, can turn to the board of management anytime (also anonymously).

The board of management ensures that it will be not of disadvantage for any of the employees if they report violations of this Code of Conduct.

Your contact persons regarding the Code of Conduct

If you have any queries regarding our Code of Conduct or for reporting any violations please turn to:

Ms. Anne Brüning or Mr. Jörg Bruer
private/confidential
Plange GmbH
Hansastr. 6-8
41460 Neuss

or to:

Betriebsrat der Plange GmbH
(workers' council)
private/confidential
- address see above -

Employees will be not be held responsible for any disadvantages in business which relate to following the legal regulations and guidelines of this Code of Conduct applicable.

13. December 2021

Board of Management


Anne Brüning


Jörg Bruer


Thomas Jäger