

IMB - Industriemontagen Berger GmbH

Created by: Martina Reinhardt
Date: 18.05.2026

Version:
01

Date: 18.05.2026
Edited by: Martina Reinhardt

Code of Conduct for Suppliers and Subcontractors

CONTENTS	1. General Principle 2. Compliance with Laws 3. Anti-Corruption and Integrity 4. Occupational Safety and the Environment 5. Data Protection and Confidentiality 6. Conduct on Construction Sites 7. Reporting Violations 8. Consequences of Violations 9. Final Provision
1. General Principle	Industriemontagen Berger GmbH expects all suppliers and subcontractors to conduct themselves in a lawful, responsible, and safe manner. The following minimum standards must be observed in the course of our business relationship.
2. Compliance with Laws	All applicable laws and regulations must be complied with. Example: Work without the necessary permits is not permitted.
3. Anti-Corruption and Integrity	Corruption, bribery, and improper benefits are prohibited. The following are not permitted: • Gifts of money • Gift certificates • Inappropriate invitations Example: Offering gifts to influence the awarding of a contract is prohibited.
4. Occupational Safety and the Environment	Workplace safety is our top priority! Required: • Compliance with all safety regulations • Use of PPE • Stop unsafe work Example: Working without safety precautions is not permitted. Hazardous situations must be reported.
5. Data Protection and Confidentiality	Confidential information and personal data must be protected. The following are not permitted: • Unauthorized disclosure • Personal use of construction site photos Example: Using photos of the facility on social media is not permitted.

6. Conduct on Construction Sites	Instructions from the site management must be followed. Proper conduct and compliance with all rules are expected.
7. Reporting Violations	Violations must be reported immediately. Examples: • Safety violations • Undue influence • Rule violations
8. Consequences of Violations	Measures will be taken in the event of violations: • Warning • Exclusion from the construction site • Termination of the contract • Exclusion from future contracts Example: Repeated safety violations will result in exclusion. Attempts at corruption will result in termination of the working relationship.
9. Final Provision	Compliance with this Code of Conduct is an integral part of working with Industriemontagen Berger GmbH.

Created:	Reviewed and approved by:
18.05.2026	19.05.2026 Manfred Fochler