



Customer Information

Code of Conduct

Compliance with laws

Julius Pfisterer GmbH & Co. KG will comply with and observe the laws of the respectively applicable legal system(s).

Prohibition of corruption and bribery

Julius Pfisterer GmbH & Co. KG will neither tolerate nor get involved in any kind of corruption or bribery, including any illegal payment offers or similar benefit offers to governmental officials in order to influence their autonomy of decision.

Respect regarding their employees' fundamental rights

Julius Pfisterer GmbH & Co. KG

- ◆ will promote equal opportunities and equal treatment of their employees regardless of their skin colour, race, nationality, social origin, possible handicaps, sexual orientation, political or religious conviction as well as their gender or age;
- ◆ will respect the personal dignity, privacy, and personal rights of each employee;
- ◆ will not employ someone against his/her will or force someone to work for them;
- ◆ will not acquiesce an unacceptable treatment of workforce, such as mental hardship, sexual and personal harassment, or discrimination;
- ◆ will not acquiesce any conduct (including gestures, language, and physical contacts) which is of sexually infringing, threatening, abusive, or exploiting nature;
- ◆ will provide for a reasonable remuneration and ensure the statutory national minimum wage;
- ◆ will observe the maximum working hours stipulated in the respective country;
- ◆ will recognize the employees' freedom of assembly, and will neither prefer nor discriminate against the members of workers' organizations or trade unions as far as legally admissible.

Prohibition of child labour

Julius Pfisterer GmbH & Co. KG will not employ persons who cannot prove their minimum age of 15 years.

Employees' health and safety

Julius Pfisterer GmbH & Co. KG will

- ◆ accept responsibility for the health and safety towards their employees;
- ◆ curtail risks and provide for optimal precautionary measures against accidents and occupational diseases;
- ◆ offer trainings and ensure that all employees are skilled with regard to working safety.

Environmental protection

Julius Pfisterer GmbH & Co. KG will observe environmental protection regarding the statutory norms and international standards and maintains an environmental policy. They will take care to minimize environmental pollution and continually improve environmental protection.


Andreas Ketzler
Managing Partner


Dominic Ketzler
Managing Partner