

Code of Conduct

Guidelines for our Business Activities

With over a century of company history, responsibility is an integral part of what we do. We, the employees, managers, and owners of Chemnitzer Zahnradfabrik GmbH & Co. KG, therefore feel obliged to continue the company's success in the long term. This can only be achieved together and with shared values and principles.

As a company, our business activities and relationships influence people's lives and the environment, and we therefore bear the risk that our activities may have a negative impact.

The rules set out in this guide reconcile business and strategic goals with our ethical, moral, and social values. They provide both a binding framework for our actions and guidance for decision-making. Each individual is called upon to take responsibility in their position in order to advance the company's reputation among our partners and the general public. In particular, the owners and managers of the company are required to set a clear example for their employees and to support them in complying with the guidelines.

Independence requires the courage to act unconventionally.

We have this courage.

Our Self-image

The customer is at the center of everything we do, because their satisfaction ensures the long-term success and jobs of our company. Accompanying our customers' technological progress is our primary goal.

Through friendliness, openness, and the ability to accept criticism, we promote the achievement of our common goals. We understand listening as an essential condition for results-oriented communication. In our efforts to make decisions based on respect, integrity, and fairness, we listen to each other and recognize each other's needs.

Through our own actions, we take responsibility for achieving jointly defined goals and reliably delivering on our promises.

The Concept of Quality

We want to be the driving force and recognized benchmark in our markets. In order to continuously meet our high quality standards, we invest in state-of-the-art production equipment and in the efficiency of our quality management.

The outstanding quality level of Chemnitzer Zahnradfabrik is a core value in our company. Our commitment to excellence applies not only to the precision of our products, but also to processes and procedures, evaluations and documentation, and the nature of our communication. It is the responsibility of all employees at every level to constantly question these aspects with a view to continuously improving internal cooperation and our dealings with our partners.

Economic Thinking and Action

Economic success and growth ensure the independence of our company. We strengthen the profitability necessary for this through efficiency and innovation. Responsible handling of all assets is therefore the basis of our economic self-image. This includes company property of all kinds: operational facilities, work equipment, products from Chemnitzer Zahnradfabrik, fleet vehicles, software, company data, and logos—but also working hours and intellectual property.

These assets are to be used exclusively for business purposes and not for private purposes. Every employee contributes to the success of the company by handling company resources with care.

Committed to our Location

We are committed to our regional identity. In keeping with our tradition as a manufacturing company in Saxony, this remains a future-proof production location for us as a family business.

We promote social and cultural life at our company's location. We also fulfill our social responsibility through our active contribution to education and training.

Tolerance and Cosmopolitanism

The flexibility and motivation of our employees are the basis of our success. Anyone who is willing to contribute this is welcome at Chemnitzer Zahnradfabrik.

We respect different values and cultures and do not tolerate any form of discrimination. In particular, we do not tolerate any form of discrimination based on gender, race or ethnic origin, disability, age, sexual identity, or religion. Promoting equality in employment and gainful employment is a key concern for us.

It goes without saying that we base our actions on these moral and ethical principles and observe and comply with them. With a significant proportion of our sales coming from exports, we operate in a cosmopolitan manner and naturally take into account the principles and standards of the countries and cultures in which we operate.

Occupational Safety and Health

The responsible management of our employees' health is a long-term corporate goal. We ensure occupational safety and health protection in the workplace. In order to minimize the risk of accidents, occupational diseases, or other health impairments, we strictly comply with legal requirements.

We adhere to safety and environmental regulations and take care not to endanger ourselves or others. In addition, our proactive health management system aims to preventively maintain and promote the health of our employees.

Human Rights and Environmental Protection

We work exclusively with suppliers who operate in a formal working environment and share our understanding of corporate due diligence.

To promote comprehensive compliance with international human rights standards, we follow the German government's National Action Plan on Business and Human Rights and the United Nations Charter of Human Rights. Where local law and international human rights are not aligned, we will act in accordance with the higher standard.

Compliance with all legal and regulatory requirements for environmental protection in terms of the gradual reduction of emissions harmful to the climate and health is primarily aimed at optimizing our production processes with regard to resource, material, and energy efficiency. We also develop environmentally friendly and safe innovations.

We constantly strive to identify potential and actual negative impacts on human rights and environmental protection through our business activities and our supply chain. If we identify sector- or company-specific risks, we take immediate action to meet our social and environmental standards.

The basis for this is that we see our suppliers not as subcontractors, but as partners, and are therefore in constant communication with them. In this way, we can work together to make the supply chain sustainable.

Fairness and Integrity

We are committed to fair competition and comply with all applicable competition laws. This includes, in particular, the prohibition of agreements with competitors on prices, terms and conditions, and production restrictions. We stand for free and open competition and strictly reject market-restricting coordination and agreements. We do not tolerate the exchange of sensitive information with competitors, the abuse of a dominant market position, or other unfair competitive practices.

Chemnitzer Zahnradfabrik does not accept corruption or manipulation of any kind. For us, the applicable laws on combating corruption and bribery are of central importance, regardless of where, for what reason, or to whom advantages are granted. The acceptance of gifts, inappropriate invitations, or other favors and benefits is strictly prohibited, with the exception of small items of negligible value.

If professional decisions are made under the influence of personal interests or private circumstances, conflicts of interest must be disclosed. Any unilateral advantage or unjustified disadvantage to a business partner must be prevented.

Confidential Information and Intellectual Property

We handle confidential information conscientiously and carefully. We protect information subject to data protection as well as documents and information entrusted to us by third parties in accordance with agreements. Sensitive data is not passed on to third parties and is protected against unauthorized access by third parties. The protection of intellectual property, in particular developments, is an essential indicator of our company's reliability in our markets. Absolute confidentiality and documentation are essential for this.

Implementation of the Guidelines

Responsibility for implementing these guidelines is managed by the company's management and department heads. This ensures that the principles are integrated into all company processes and that every area of the company is aware of its own responsibilities.

Aware of the potential serious damage to the company's reputation and the resulting manifold economic damage, compliance with these rules of conduct is a fundamental concern for us.

All employees are directly responsible for complying with the guidelines. Violations are investigated as soon as possible and consistently pursued. Deliberate violations are consistently punished in accordance with applicable laws, collective bargaining agreements, works agreements, and individual contractual provisions.

We communicate these guidelines both internally and externally in order to raise awareness and provide information. We encourage our employees and partners to report suspected violations of these guidelines.

Chemnitz, 01.01.2026

Chemnitzer Zahnradfabrik
GmbH & Co. KG



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