

Code of Conduct

Nidec GPM Automotive Pump (Suzhou) Co. Ltd is aware of its social responsibilities and regards this as a prerequisite for sustainable company success. The Code of Conduct of NGPM is based on the principles of the “Global Compact” (www.globalcompact.de / www.unglobalcompact.org). The principles described herein represent a minimum standard for us.

Human rights

We obligate ourselves to comply with international human rights within our field of influence.

Forced and child labour

We reject any form of forced and child labour in our companies and with our business partners.

Discrimination and respect

We want to provide workplaces which are free of discrimination and harassment due to gender, race, skin colour, religion, age, nationality, disability or sexual orientation. Employees in our company deserve mutual respect.

Payment and work times

We recognise our employees’ entitlement to appropriate payment. We comply with the respectively applicable regulations on work times in all of our companies.

Relationship with employees and employee representatives

We respect our employees’ rights to freedom of association. Regardless of this, we always enable our employees to state their concerns directly.

Reconciliation of work and family

We are a family company. We implement family friendly measures to contribute to increasing the satisfaction and motivation of our employees, and with this, the performance of our company.

Health and safety

We wish to create a safe and healthy work environment which fulfils or exceeds the corresponding standards for safety and health in the workplace. We wish to prevent workplace related injuries and occupational disorders with suitable measures.

Employee development

We regard the development of our employees as a significant investment into the future of our company. We ensure the development of social and methodological expertise as well as occupational expertise.

Environmental responsibility

We maintain and constantly improve a high performance environmental management system at all locations around the world. Minimum requirements include compliance with local environmental protection laws and the specifications of GPM GmbH’s environmental management system. We work together with our business partners and suppliers in carrying out our responsibilities.

Conflicts of interest, gifts and bribery attempts

Neither bribes nor other payments which are against the law are allowed to be offered, made or accepted. We furthermore obligate ourselves not to accept gifts or benefits which are outside the tax exemption limits.

Suppliers

We ask our suppliers to introduce and implement similar principles of social responsibilities based on the principles of the “Global Compact” (www.globalcompact.de/ www.unglobalcompact.org) in their companies.

Responsibility

We expect every employee to feel personally responsible for complying with this code, and support their colleagues in complying with it. The board of managing directors bears the responsibility for the enforcement of these principles.

Board of Managing Directors

**Yujin Okochi (CEO NGPM global and legal representative)
Michael Grellmann, Ronny Kein and Masaaki Okazaki (supervisors)**

Suzhou, 21.08.2017