BJS Ceramics

BJS Composites

Code of Conduct

We at BJS started our business because of our fascination for ceramic fibers and ceramic matrix composites and their wealth of applications in future-oriented industries such as aerospace, water management and energy-generation.

We want to contribute to sustainable solutions with our ceramic materials as they provide solutions where other materials fail. Sustainable solutions come with our conviction that we have a socio-economic responsibility towards our employees, our suppliers, customers and those surrounding us. So, our Code of Conduct is guided by four very simple principles:

"Treat everybody like you want to be treated yourself."

"Contribute to a world/society worth living in."

"Walk the talk".

"Act within the law."

Accordingly, we have identified three areas in which we set minimum standards - in some cases by means of separate policies - for our own conduct in business transactions, against which we measure ourselves and which we also expect our business partners to comply with:

Society	**Employee Protection**	**Sustainable Economy**
Comply with all applicable laws and regulations, in particular:		
Anti-trust laws	Workplace Health & Safety (covered in EHSA-Policy)	Treat Customers and Suppliers with respect
Anti-Bribery/Anti-Corruption (covered in ABC Policy)	Treat employees with respect, no discrimination, no bullying, no mobbing, fair pay	Quality and Safety of Product & Services
No Money-Laundering/ Tax Evasion	Compliance with minimum employment standards	Environment Protection: Minimisation of waste, emissions, water & energy consumption, and use of materials of concern
Compliance with minimum human rights standards in our supply chains		Avoid conflicts of interest (covered in ABC-policy)
Export Control (covered in Export Control-Policy)		Protect Intellectual Property of BJS and its partners
Protection of personal data (covered in DS-GVO-Policy)		Protect BJS brand & image
Accurate & integer company documents and bookkeeping (covered in ABC Policy)		Compliance with legal regulations concerning the composition of our products

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BJS Ceramics GmbH

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