



Code of Conduct

1. Introduction

VARTAN.AERO (further called VARTAN) is standing for high standards of business ethics and sustainability and to promote human rights, fair labor, sustainable environmental and anti-corruption practices. VARTAN encourages its business partners and suppliers to follow the same standards and principles. In addition, VARTAN's Code of Conduct encourages them to go beyond legal compliance in order to advance in social and environmental responsibility, as well as in business ethics.

This Code of Conduct is in no way intended to conflict with or modify the terms and conditions of any existing contract. Unless otherwise stated in such contract, in the event of a conflict, business partners and suppliers shall adhere to the contract terms.

2. Compliance with laws

VARTAN – i.e. all its companies and all its employees – must operate in full compliance with all laws and regulations applicable to its business in the countries in which operations are managed or services provided.

3. Labor standards

VARTAN strictly disapproves of forced and/or child labor. All its managers and employees are expected to take all decisions on hiring, promotion, development and compensation of employees based on their abilities and skills. Decisions must not be based on factors of gender, age, ethnic or national origin, religion, disability, or sexual orientation. Managers and staff are also obliged to ensure that all employees work in an environment which is free from physical, sexual, racist, psychological, verbal and other harassment.

VARTAN expects its managers to respect the employees to freely associate and communicate openly with management regarding working conditions without fear of harassment, intimidation, penalty, interference or reprisal.

VARTAN expects its managers to compensate employees fairly and to comply with all legal minimum standards, national laws and regulations.

VARTAN expects its managers to ensure that employees are offered a safe and healthy working environment. Adequate health and safety policies and procedures shall be established and followed.

4. Social Responsibility

VARTAN is a company made by people, with the employees being the most important value of the company. Therefore, the VARTAN companies and its managers care for its employees and support their interests beyond the legal requirements in times of need.

VARTAN strives to be an exemplary employer with positive impact to the local community.



VARTAN is a multinational organization and does not support nor accept any form of Discrimination.

VARTAN stands for tolerance towards others, no matter the race, nationality, religion, gender or sexual orientation. We expect positive respectful human interaction within the company, with our customers and other involved parties.

5. Environment

VARTAN expects all its employees to contribute to a sustainable development and strive to reduce the negative environmental impact of its activities, products and services..

6. Business ethics

VARTAN managers and other employees must refrain from all forms of corruption, extortion and bribery, and specifically ensure that all payments or other benefits offered or made to public officials, private sector employees or any other party comply with applicable anticorruption laws and regulations.

VARTAN managers must not fix prices or rig bids with competitors. Manager and staff must not exchange any confidential information with competitors and other external parties and they must refrain from participating in a cartel.

VARTAN managers and staff are also expected to avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest.

7. Trade compliance

VARTAN managers must ensure that business practices are in accordance with all applicable laws, directives and regulations governing the export of parts, components, and technical data.

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