

Code of Conduct for Business Partners

With this Code of Conduct, we are pursuing the goal of demanding compliance with certain social and environmental standards from our business partners.

1. Compliance with laws

International regulations and laws, the law applicable in the countries in which business activities are conducted, minimum industrial standards, ILO and UN conventions and all other relevant legal provisions must be complied with, whereby those regulations that impose the strictest requirements must be applied.

2. Discrimination and child labour

Discrimination of any kind is prohibited. Child labour is not tolerated. The minimum age of employment may not be below the age of completion of compulsory schooling and in no case below 15 years, unless exceptions are granted in accordance with the ILO Convention. The applicable national regulations for the protection of young employees must be complied with.

3. Forced labour

Forced labour, servitude, slavery, or other forms of involuntary labour must not be used. Employment must be voluntary and based on principles that comply with the applicable national laws.

4. Disciplinary measures

All employees have the right to be treated with respect and dignity. Disciplinary measures may only be taken in accordance with national laws and internationally recognised human rights.

5. Working hours

Working hours shall comply with applicable law, industry standards or relevant ILO conventions, whichever is more stringent.

6. Remuneration

The wage paid for a standard working week shall at least comply with legal or industry minimum standards, whichever is higher. Business partners must endeavor to pay wages that are sufficient to cover the cost of living.

7. Working conditions, health and safety

The employer must ensure the provision of a safe and hygienic working environment that does not jeopardise the health and safety of employees. In particular, young employees must not be exposed to dangerous, unsafe or unhealthy conditions.

8. Management systems for compliance with the standards

The business partner shall introduce management systems with which the prescribed social standards can be introduced both in its workplaces and in those of its suppliers and compliance with them can be monitored. He will inform his employees about these required standards and make them accessible to them.

9. Environmental and safety issues

Procedures and standards for waste management, the handling of chemicals and other hazardous substances and their disposal as well as for emissions and wastewater treatment must meet or exceed the minimum legal requirements. Employees must be informed about the handling of hazardous materials and substances.