

Suppliers - Compliance - Declaration

Our company is committed to sustainability, high ethical standards and integrity. We expect all suppliers to be equally committed to sustainability and to maintain good working conditions and ethical business practices. Suppliers are expected to comply with the rules listed below and to confirm their compliance.

CODE OF CONDUCT FOR SUBCONTRACTORS AND SUPPLIERS

Laws and regulations

The supplier is obliged to comply with existing laws and regulations of the countries in which he does business.

Corruption and Bribery

Any form of corruption or bribery is prohibited. Employees are prohibited from offering, giving or accepting any form of gift or payment that could be construed as a bribe.

Forced labour, child labour

All forms of forced labour and child labour are prohibited. This also includes wage slavery. The personal dignity, privacy and personal rights of everyone must be respected. Any form of physical punishment against employees is prohibited, as is psychological, sexual and verbal harassment or abuse.

Compensation

Wages, overtime pay and benefits in kind in our suppliers' companies should be at or above the level required by law.

Working hours

Suppliers must comply with the applicable laws and usual standards regarding working hours.

No discrimination

All employees of the supplier, regardless of their race, nationality, social background, possible disabilities, sexual orientation, political or religious beliefs, age or gender, may be judged solely on the basis of their abilities and qualifications. This includes hiring, promotion, additional benefits, dismissals and layoffs, and must also be applied in all other areas.

Health and safety

The supplier is obliged to create a safe and healthy working environment to prevent accidents and injuries.

Environment

The supplier shall comply with the environmental regulations and standards relating to its business activities and act sustainably in all areas.

Supply Chain

The supplier must ensure that all suppliers know and respect the contents of this Code of Conduct.

Date / Stamp / legally valid signature