

Code of Conduct

This Code of Conduct defines the basic requirements placed on employees and on suppliers concerning their responsibilities toward their stakeholders and the environment.

The employee hereby declares: / The supplier hereby declares:

1. to comply with the laws of the applicable legal system(s)
2. to tolerate no form of and not to engage directly or indirectly in any form of corruption or bribery and not to offer any unlawful payments to influence decision-making
3. to respect the basic human rights of employees and in particular:
 - to promote equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age
 - to respect the personal dignity, privacy and rights of each individual
 - to refuse to employ or make anyone work against their will
 - to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination
 - to prohibit behavior (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative
 - to provide fair remuneration and to guarantee the applicable statutory national minimum wage
 - to comply with the maximum number of working hours laid down in the applicable law
 - to recognize, as far as legally possible, the freedom of association of employees and to neither favor nor discriminate against members of employee organizations or trade unions
4. to employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14

5. to take responsibility for the health and safety of its employees, control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases; to set up a reasonable occupational health and safety management system and to provide appropriate training for employees
6. to observe environmental protection with regard to legal norms and international standards, to minimize environmental pollution and to continuously improve environmental protection with an appropriate environmental management system
7. to use reasonable efforts to promote compliance with this Code of Conduct among its suppliers and to comply with the principles of non-discrimination with regard to supplier selection and treatment
8. to take reasonable efforts to avoid the use of raw materials in its products that directly or indirectly finance the violation of human rights