

Code of Conduct for Suppliers and Business Partners of EDAG Group (Supplier Code of Conduct)



As a globally operating company, EDAG declares its compliance with applicable law, adherence to social and ethical standards, and to sustainable behaviour. This is a part of our corporate culture, which is built upon shared values such as trust, transparency, reliability and fairness in dealings with customers, suppliers, business partners, employees and the public.

It is our responsibility to ensure that our services are provided within a value chain that is consistent with international standards and principles governing corporate activity. For this reason, we have outlined our expectations with regard to working conditions, health and safety, the environment and business ethics in this EDAG Supplier Code of Conduct.

Any and all companies in our supply chain, and from which we purchase products or services, are expected to observe relevant national laws, the principles set out in the United Nations Global Compact and this EDAG Supplier Code of Conduct when carrying out their activities. In addition to this, please also ensure that your own suppliers and companies with which you are connected comply with this EDAG Supplier Code of Conduct.

EDAG aims to establish close business relationships with its suppliers. Apart from market-dominating factors such as performance, region, quality, cost, innovation and reliability, adherence to the principles set out in our Code of Conduct also plays a decisive role for us. Please note that compliance with the EDAG Supplier Code of Conduct is therefore an essential condition for a lasting business relationship with EDAG.

Dealings with employees

EDAG expects its suppliers to adhere to the basic employment rights set out in the national legislation in force. In addition, EDAG expects the core labour standards of the International Labour Organisation (ILO) to be acknowledged, taking into account the laws and legal forms applicable in the various countries.

Child labour

EDAG expects its suppliers to forbid and refrain from child labour in any form whatsoever in their companies.

Discrimination

EDAG expects its suppliers to support equal opportunities and equal treatment, and to forbid any discrimination with regard to staff recruitment and promotion and the granting of educational or training measures.

There must be no discrimination against any employee on account of his or her gender, age, skin colour, culture, ethnical origin, sexual identity, disability, religious belief or ideology.

Forced labour

EDAG expects its suppliers to forbid forced labour in their companies.

Freedom of association

EDAG expects its suppliers to respect the rights of its employees to establish a workers' representation and engage in collective bargaining in accordance with national legislation.

Remuneration and working hours

EDAG expects its suppliers to comply with the national legislation on working hours currently in force. Further, it is also expected that the suppliers' employees receive remuneration in accordance with the national laws currently in force.

Occupational health and safety

EDAG expects its suppliers to comply with the national legislation on occupational health and safety currently in force. Suppliers are also expected to set up and utilise an appropriate occupational health and safety management system. This shall involve the containment of actual and potential work-related safety risks on the one hand, and the training of employees to provide the best possible means of preventing accidents and occupational diseases on the other.

Environmental protection

EDAG expects its suppliers to comply with the national environmental laws, regulations and standards currently in force. Suppliers are also expected to set up and utilise an appropriate environmental management system (e.g. in accordance with ISO 14001), to minimise environmental pollution and hazards, and improve environmental protection in day-to-day business operations.

Anti-corruption and bribery policy

EDAG expects its suppliers to tolerate no corruption at all, and, throughout their companies, to guarantee compliance with the United Nations' (UN) and Organisation for Economic Cooperation and Development's (OECD) conventions aimed at combating corruption, and with the relevant anti-corruption laws.

In particular, they shall ensure that their employees, subcontractors and representatives neither offer, promise nor grant EDAG employees or associated third parties advantages with the aim of gaining an order or other type of preferential treatment in the course of business.

Invitations and gifts

EDAG expects its suppliers to refrain from offering invitations and gifts as a means of influencing people. Invitations and gifts should only be given to EDAG employees or associated persons if the occasion and scope are appropriate, i.e. they should be low-value, and an expression of generally accepted, local business practice. Likewise, suppliers shall not ask EDAG employees for inappropriate advantages.

Avoiding conflicts of interest

EDAG expects suppliers' decisions relating to their business activities with EDAG to be made on the basis of objective criteria only. Conflicts of interest with private concerns or other activities of an economic or some other nature shall be avoided from the very outset; this also applies to family members and other related parties.

Free competition

EDAG expects its suppliers to behave fairly in competition and to comply with valid competition laws. Suppliers shall not participate in anti-competition law agreements with competitors, nor shall they abuse any existing dominant position they might already have.

Money laundering

EDAG expects its suppliers to comply with the relevant legal obligations with regard to the prevention of money laundering, and not to be involved in money laundering activities.

Supplier relations

To a reasonable extent, EDAG expects its suppliers to pass on all the principles and requirements described here to their own subcontractors and suppliers.

Compliance with the EDAG Supplier Code of Conduct

In order to check whether suppliers are complying with the principles and requirements set out in this EDAG Supplier Code of Conduct, EDAG may, in agreement with the supplier, have audits carried out on-site by a third party appointed by EDAG. Any infringement of the principles and requirements set out in the EDAG Supplier Code of Conduct shall be regarded as a significant impairment of the contractual relationship on the part of the suppliers.

Should there be any suspicion of failure to comply with the principles and requirements set out in the EDAG Supplier Code of Conduct (e.g. negative reports in the media), EDAG reserves the right to request information on the facts of the particular case.

EDAG shall also be entitled to effect extraordinary termination without notice of individual or all contractual relationships with suppliers who can be proved to have failed to comply with the EDAG Supplier Code of Conduct or to plan and implement improvement measures, after being given a reasonable period of time to do so by EDAG.

List of references

The following standards were used when drafting this code of conduct:

United Nations Global Compact

www.unglobalcompact.org

Universal Declaration of Human Rights

www.un.org/en/rights

International Labour Standards (ILO)

www.ilo.org

Supplier's declaration:

1. The supplier has received the EDAG Supplier Code of Conduct.
2. The supplier herewith undertakes to comply with and recognise all principles and regulations set out in the EDAG Supplier Code of Conduct.

Location, date _____

Stamp:

Supplier (complete name of company)

Signature of Supplier