

Supplier Code of Conduct

The Candoro ethics GmbH would like all its business activities at home and abroad to be based on clearly defined ethical and behavioural principles. The principles are derived from the laws of the respective countries or from ethical values to which we are committed.

We have drawn up a code for our suppliers and their sub-suppliers to define our values. This code must be understood as the minimum standard and is a requirement for working with Candoro ethics GmbH.

INTEGRITY AND ETHICS

To comply with our duties of care vis-à-vis the company, our suppliers too are obliged to conduct themselves with integrity and maintain proper ethical standards at all times. This includes:

- Complying with laws, regulations and standards
- Avoiding conflicts of interest
- Prohibiting bribery and corruption in any form
- Preventing money laundering and the financing of terrorism
- Avoiding insider trading and market manipulation
- Fair competition and business practices including correct, truthful advertising
- Active compliance programmes to prevent breaches of laws, regulations and standards
- Encouraging employees to report concerns or illegal activities in the workplace

ENVIRONMENTAL PROTECTION AND SUSTAINABILITY

Climate protection and human dignity are the principles guiding our corporate activity. Suppliers and their sub-suppliers must have developed sustainability strategies to protect the environment against waste, airborne emissions and waste water discharges and to prevent accidental environmental pollution.

- Dealing carefully with natural resources
- Avoiding waste, airborne emissions and waste water discharges
- Having plans to deal with emergencies

EMPLOYEE WELLBEING, HUMAN AND EMPLOYMENT RIGHTS

Human rights must be observed. Employees are expected to be treated with respect and their health must be protected.

- Child labour is strictly forbidden
- Employees below the age of 18 may not carry out any dangerous work and must be protected against hazardous risks
- Employees' health must be protected against excessive chemical, biological and physical risks as well as against excessive physical exertion.
- No forced labour or involuntary prison labour
- Accommodation for employees and workplaces must also guarantee that employees' health is protected
- The workplace must be free from harsh and inhumane treatment, including sexual harassment or abuse, corporal punishment and verbal violence as well as free from discrimination on the basis of employees' race, skin colour, age, gender, sexual orientation, ethical allegiance, religion, political views, trade union membership, marital status etc.
- Employees must be paid in accordance with the applicable wage laws, including minimum wages, overtime and prescribed benefits
- Employees have the right of freedom of association, such as to organise gatherings and to conduct collective bargaining
- Emergency plans must be in place to be able to counter the effects of situations that are harmful to employees' health.