

Code of conduct for Schlatter suppliers

Long-standing collaboration, mutual obligations, sustainability and social responsibility are important values for Schlatter. This code of conduct shall ensure that the suppliers of Schlatter act according to the directives of internationally recognised standards with regard to human rights, working conditions, the environment and integrity.

This code shall apply to all suppliers of Schlatter worldwide. The aspects of this code shall concern all employees of the suppliers, regardless of their position or relation to Schlatter. The suppliers shall be responsible for ensuring that their suppliers meet the directives of this code accordingly as well.

Adherence to this code shall be a mandatory component of any kind of business relationship between Schlatter and the suppliers.

This code shall be based on the following principles and conventions:

- United Nations Universal Declaration of Human Rights (www.un.org/en/universal-declaration-human-rights)
- United Nations Convention on the Rights of the Child (www.unicef.org)
- fundamental conventions and international labour standards of the ILO (International Labour Organisation) (www.ilo.org)
- principles of the United Nations Global Compact (www.unglobalcompact.org)

Schlatter shall undertake to:

- also adhere to the same directives that apply to the suppliers
- proactively cooperate with the suppliers to support adherence to these directives
- always be transparent in communications with the supplier

The following directives regarding corporate responsibility and compliance shall apply to all suppliers of Schlatter.

Compliance with the laws

Local, national and international laws relevant to the business operations of the supplier must be complied with in full and at all times.

Human rights protection

The suppliers shall undertake to uphold and protect the human rights of all their employees. The suppliers or any other employees must not discriminate against the nationality, religion, age, ethnic background, gender or sexual orientation of any employee. Child and forced labour shall be strictly prohibited.

Occupational health and safety at the workplace

The suppliers must ensure that their employees work in a safe and healthy environment which provides at least protection against fire, accidents and hazardous substances. Adequate sanitary conditions must be provided and occupational health and safety directives and procedures be in place and followed.

Remuneration

Suppliers must pay their employees appropriate remuneration. The remuneration must cover the employees' basic needs as well as the needs of their families while also providing some additional disposable income. Overtime must be compensated for according to statutory provisions. Wages must be paid regularly and in legal tender. Wage deductions must always be transparent.

Labour laws

Work hours and days off must be coordinated according to national laws and industrial standards. The maximum admissible weekly working hours according to national legislation and wage agreements shall apply. This shall include the control of and requests for overtime.

Environmental protection

Through their own initiative and responsible corporate management, the suppliers must strive to reduce negative environmental impacts of their actions, products and services to a minimum by, for example,

- reducing waste
- improving energy efficiency
- minimising and safekeeping of hazardous substances
- applying environmentally friendly technologies

Integrity

A high level of integrity must be a steady component of the corporate philosophy. With this in mind, the supplier shall undertake to:

- comply with international intellectual property rights
- refrain from practices like bribery or other dishonest practices to influence the public, authorities, the judicial system and/or representatives of other business partners
- never promise, offer or provide employees of Schlatter benefits or privileges in any way in order to positively impact the business with Schlatter
- refrain from actions that affect free and fair competition including cartels and price fixing

Final provisions

The supplier shall grant Schlatter or a third party appointed by Schlatter the right to check and assess compliance with this code of conduct in an appropriate manner at relevant production sites.

The supplier acknowledges that non-compliance with or serious infringement of this code of conduct shall result in the loss of orders and potentially also in the termination of the business relation.