

BAUER Group

- Code of Conduct for Suppliers -



1. Scope of application

The following values are paramount to BAUER Group: responsibility, reliability and proper conduct. Integrity forms the basis for all our actions. This also applies to the way we deal with our business partners who we also treat fairly and properly and whom we expect to act with integrity in return.

This Code of Conduct for Suppliers defines the principles and requirements for all natural persons and legal entities who directly sell or provide goods or services to BAUER Group, or do so via third parties, (hereinafter called "suppliers").

The suppliers must comply with the ethical and legal principles set out in this Code of Conduct for Suppliers. Suppliers shall also relate these requirements to their entire supply chains.

2. Ethics

Compliance with the law

Suppliers shall comply with the laws, regulations and ordinances in Germany and abroad that apply to them.

Recognition of human rights

We expect our suppliers to recognize and support the Universal Declaration of Human Rights of the United Nations and ensure that they do not get involved in any human rights violations.

Anti-corruption and bribery regulation

Suppliers shall not, in any form, provide or grant impermissible advantages (bribery, granting of undue advantages) nor request or accept such advantages (corruptibility, accepting undue advantages). The supplier shall comply with all applicable anti-money laundering laws and implement the measures required for preventing money laundering activities.

Competition and antitrust law

Suppliers support free and fair competition in the global market place. They shall comply with all relevant provisions of competition law and, in particular, refrain from engaging in negotiations and agreements that impermissibly restrict, limit or exclude competition.

Export restrictions

Suppliers shall comply with national and international customs laws as well as foreign trade, anti-terrorism and embargo regulations. Suppliers shall comply with the foreign and domestic trade restrictions and prohibitions for certain goods, technologies and services as well as applicable sanctions lists.

Prevention of conflicts of interest

Suppliers shall ensure that any conflict of interest that could have a negative effect on the business relationship is avoided and that any discovery of such is reported.

Data protection and confidential information

Suppliers shall not disclose confidential business documents and/or information and protect them against unauthorized access. Suppliers shall collect, process, store and use personal data within the scope of the applicable laws insofar as this is required for the business relationship or specific operating purposes. Both data security and data protection shall be paramount to suppliers.

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3. Social standards and working conditions

No child and forced labor

Suppliers shall not tolerate any child, forced or other form of involuntary labor in accordance with the conventions of the International Labor Organization (ILO Conventions).

No discrimination or harassment

Suppliers shall encourage their employees to treat each other with respect and prohibit any form of discrimination on the grounds of origin, gender, sexual identity, religion and position in the company. The personal dignity, privacy and personality rights of each and every individual shall be respected. Employees shall not be subjected to any form of corporal punishment nor be physically, sexually, psychologically or verbally harassed or mistreated.

Fair working conditions

Suppliers shall pay adequate remuneration that does not fall below the respective applicable and legally specified national minimum wage. Suppliers' employees shall not be obliged to regularly work more than 48 hours per week (excluding overtime) or 60 hours per week in total (including overtime), except if this becomes necessary due to the nature of the business conducted by the employer or national regulations stipulate a lower number of weekly working hours. All employees have the right to at least one day off after six consecutive working days.

Freedom of association and collective bargaining

Our suppliers shall respect the rights of their employees to freedom of association and collective bargaining within the scope of the respective applicable laws and ILO Conventions.

4. Occupational health and safety and the environment

Occupational health and safety

Our suppliers shall ensure that all of their employees are covered by occupational safety in the workplace in compliance with applicable laws and regulations. All hazards and resulting health risks to which employees are exposed shall be adequately assessed and the required protective measures implemented. Employees shall also receive continuous instructions on general health and safety regulations.

Environmental protection

Suppliers shall comply with the environmental regulations and standards pertaining to their operations. Pollution shall be minimized and environmental protection improved continuously. An adequate environmental management system in accordance with ISO 14001 or similar system shall be developed or applied.

Sustainable activities

Suppliers shall attempt to reduce negative effects on the environment by carefully using resources, reducing their energy consumption and implementing other measures.