

Code of Conduct for Suppliers and Business Partners

It is a matter of great importance to Borscheid + Wenig GmbH to maintain a fair and transparent partnership with its business partners. This also includes adherence to laws and ordinances, social responsibility vis-à-vis our employees as well as our handling of resources to protect the environment.

We also demand that our supplier network fulfils these requirements. For this reason, the following points are a basic prerequisite for our business relationships and must be practised and actively implemented by our suppliers without restrictions.

In addition to our own efforts, this mode of action is demanded by our joint customers and should also be inherent in the social responsibility interests of every company. Borscheid + Wenig GmbH reserves the right to take appropriate measures in the event of infringements.

» Scope of Application

This Code of Conduct applies to all suppliers and service providers together with their sub-contractors who work for us.

» Adherence to Laws and Social Norms

The supplier shall adhere to the applicable laws and ordinances of the legal systems that apply in each case. It shall also respect national conventions and customs, traditions and other social norms.

» Prohibition of Corruption and Bribery

The supplier shall not tolerate any form of corruption or bribery and shall ensure that its employees do not offer, promise or grant any advantages to Borscheid + Wenig GmbH employees or third parties affiliated to them with the aim of obtaining an order or another privilege in the business relationship.

» Prevention of Conflicts of Interest

The supplier shall make decisions exclusively based on objective criteria. Conflicts of interest with private concerns or business interests elsewhere or other activities also carried out by members of the company or otherwise affiliated persons or organisations are avoided from the outset.

» Fair Competition

The supplier shall deal fairly with competitors and shall observe the applicable antitrust laws. Involvement in agreements with competitors that contravene antitrust laws as well as the abuse of a dominant market position is forbidden.

» Observance of the Basic Rights of Employees

The supplier shall observe and respect international human rights and shall not infringe them.

The supplier shall respect the personal dignity, privacy and rights of every individual.

The employment relationships at the supplier are based on the voluntary consent of the employees and were not concluded under duress.

The supplier shall respect equal opportunities and equal treatment of its employees and promote these values. Any form of harassment or discrimination on the grounds of skin colour, race, nationality, social background, possible disability, sexual orientation, political and religious persuasion as well as on the basis of an individual's gender and age is forbidden and will not be tolerated.

The supplier shall adhere to the minimum standards defined in the laws and/or international working standards, in particular with regard to the freedom of association, the prohibition of forced labour, the appropriateness and equality of pay (minimum wages), adherence to working hours, protection from discrimination, adherence to the minimum age for admission to employment and the prohibition of child labour.

» Respect for the Health and Safety of Employees

The supplier shall ensure it provides a safe working environment that is conducive to the good health of its employees. In this context, the supplier shall observe the applicable occupational health and safety provisions and shall ensure accidents at work, injuries as well as work-related illnesses are prevented by taking the appropriate precautionary measures. By providing regular briefings, the supplier shall ensure that the appropriate expert knowledge is conveyed to its employees.

» Adherence to Data Protection, Confidentiality

The supplier shall observe all relevant laws for protecting personal data. The supplier shall also ensure that trade and business secrets are preserved and shall only pass on confidential information after first obtaining the express written approval of Borscheid + Wenig GmbH.

» Adherence to Environmental Protection

The supplier shall observe the statutory and international standards governing environmental protection. Environmental damage must be minimised and corporate environmental protection must be improved on an ongoing basis. By providing regular briefings, the supplier shall ensure that its employees understand and comply with the concept of sustainable behaviour.

» Application to the Supply Chain

The supplier shall ensure that its subcontractors also adhere to this Code of Conduct and that it is not infringed. The Code of Conduct should already be taken into account when suppliers are selected. Detected infringements or the suspicion of them must be reported to the Board of Management of Borscheid + Wenig GmbH.

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