

Code of Conduct for Suppliers

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Contents

1. Preamble	2
2. Compliance with laws, recognised human rights and employment standards and guidelines	2
3. Prevention of corruption	2
4. Antitrust and competition law	2
5. Privacy and data protection	2
6. Export and import	3
7. Prohibition of child labour.....	3
8. Prohibition of forced labour and all other forms of modern slavery	3
9. Occupational health and safety.....	3
10. Freedom of association and collective bargaining	3
11. Equal treatment	4
12. Remuneration and social benefits.....	4
13. Impacts on the environment that may have negative consequences for specific human rights	4
14. Prohibition of harassment or inhumane treatment	4
15. Protection of the environment and the climate	4
16. Waste and emissions.....	5
17. Conflict minerals (where relevant).....	5
18. Acknowledgement, approval of the supplier	5

1. Preamble

EGO Dichtstoffwerke is a family-run company which specialises in the development, manufacturing and sale of high-quality sealants and adhesives. In doing so, EGO actively promotes both sustainability and responsible behaviour.

EGO is aware of its responsibilities within its own organisation, towards its customers and suppliers and towards our climate and society. In particular, EGO is guided by the values of integrity and fairness, regardless of whether the respective activities take place in Germany or abroad. EGO therefore supports initiatives and principles such as the UN Global Compact, and undertakes to anchor these in its corporate principles and processes.

EGO aspires to work with its suppliers to further develop its sustainability-related performance in the supply chain. The success of the cooperation between EGO and its business partners is based on mutual trust, transparency, reliability and fairness. This Code of Conduct defines the requirements of EGO as regards responsible business practices, human rights and employment standards, environmental protection and product safety. EGO takes responsibility for the implementation of the respective ethical, social and environmental standards in its own company and calls on its suppliers to comply with the principles set out in this Code of Conduct and to take due account of them in their own supply chains.

2. Compliance with laws, recognised human rights and employment standards and guidelines

The business partner undertakes to observe all applicable national laws and the relevant internationally recognised standards, guidelines and principles, in particular the principles of the United Nations Global Compact, the Universal Declaration of Human Rights, the conventions of the United Nations Organization, the core labour standards of the International Labour Organization (ILO), the OECD Guidelines for Multinational Enterprises and the Guiding Principles on Business and Human Rights of the UN, in all business activities and decisions. Compliance with this Code of Conduct and the applicable norms and standards may not be undermined by ancillary agreements such as divergent contractual agreements or other similar measures. If national and international regulations are not compatible, the business partners shall adhere to the standard that offers the greater degree of protection to the persons concerned.

3. Prevention of corruption

The business partner hereby undertakes to comply with international and local laws and standards on the prevention of corruption. In dealing with business partners (customers, suppliers) and governmental institutions, the interests of the company and the private interests of employees are considered to be strictly separate on both sides. Actions and decisions shall be taken independently of unrelated considerations or personal interests.

4. Antitrust and competition law

The business partner shall ensure compliance with the relevant national and international antitrust laws and the laws against unfair competition, including price agreements or terms and conditions agreements with competitors or other forms of restrictive agreements, in particular agreements with competitors that have the hidden objective of market partitioning or customer allocation.

5. Privacy and data protection



The business partner hereby undertakes to comply with the provisions of the applicable data protection laws. Accordingly, personal data may only be collected, processed or used to the extent that this is necessary for defined and legally permitted purposes. The use of such data must be transparent to the data subject (the person to whom the data relates), and the business partner must comply with all laws concerning the communication and reporting of personal data, the withdrawal of the consent to the use of personal data, and the blocking and erasure of personal data. Furthermore, the business partner shall respect the individual in a manner which is compatible with the right to privacy and ensures that it will not interfere with the privacy of any person in an unlawful and/or arbitrary manner.

6. Export and import

The business partner undertakes to comply with applicable import and export laws, in particular administrative sanctions, embargoes and other relevant laws, regulations, governmental and national policies, as well as principles governing the transfer, provision or delivery of goods and/or technology.

7. Prohibition of child labour

No form of exploitation of children or adolescents shall be tolerated. The business partner is expected to prevent all forms of child labour in its operations. The business partner shall also comply with the minimum age for admission to employment. Where national laws regulating child labour or the minimum age for admission to employment prescribe stricter criteria, such laws shall prevail.

8. Prohibition of forced labour and all other forms of modern slavery

No form of forced and/or compulsory labour shall be tolerated. This means that the business partner shall not impose any form of involuntary employment or employment under the threat of penalties or other sanctions, including mandatory overtime, work commitments, forced labour of prisoners, slavery or debt bondage.

9. Occupational health and safety

One of the key business objectives of EGO is the prevention of workplace accidents and work-related illnesses. Our consistent goal is to ensure the well-being and satisfaction of our employees, which at the same time contributes to the success of our company.

We therefore expect the business partner to ensure a safe, healthy and hygienic working environment and to take the necessary measures to prevent all forms of work-related accidents and damage to health. As part of these efforts, the business partner undertakes to comply with internationally recognised occupational safety standards. The business partner is also expected to promote the continuous improvement of the working environment and to prioritise the safety-related training of the employees.

10. Freedom of association and collective bargaining

The business partner shall ensure that the fundamental right of its employees to freedom of association and collective bargaining is respected within the framework of the national laws. The business partner has an open attitude towards the activities of the trade unions and their organisational activities. Workers' representatives shall not be discriminated against and shall have permission to exercise their representative functions in the workplace.

In cases where national laws restrict the right to freedom of association and/or the right to collective bargaining, the business partner shall make every effort to ensure that the free and independent association of employees for the purpose of collective bargaining is possible and actively permitted.

11. Equal treatment

EGO expects all its business partners and suppliers to incorporate the equal treatment of all employees as a central principle in its corporate policy (including recruitment, remuneration, benefits, staff promotion and the termination of employment contracts). The business partner must therefore eliminate and prevent any discrimination based on (but not limited to) ethnic, national or social origin, skin colour, gender, age, religion, belief, political orientation and/or activity, membership of a trade union or employee representation, disability, sexual identity or orientation or other personal characteristics or preferences. The business partner shall promote equal opportunities in employment and ensure that the applicable legal provisions are always complied with. Equal treatment also includes equal pay for work which is of equal value.

12. Remuneration and social benefits

The business partner shall ensure that the wages it pays to its employees are reasonable. The appropriate wage shall be at least the statutory minimum wage or the minimum wage that has been set for the industrial sector. Wages shall be paid on time and written and comprehensible information on wages shall be provided.

13. Impacts on the environment that may have negative consequences for specific human rights

The business partner undertakes to prevent harmful changes to the soil, air, noise and water pollution, harmful noise emissions or excessive water consumption that could adversely affect the resources needed for the preservation and production of food, as well as actions which impede access to drinking water and sanitation or harm the health of the individual.

14. Prohibition of harassment or inhumane treatment

The business partner shall ensure that measures are implemented to prevent physical abuse and physical discipline, threats of physical abuse, sexual or other harassment, as well as verbal abuse or other forms of intimidation.

15. Protection of the environment and the climate

The protection of people and the climate is an integral part of the company policy. Therefore EGO expects of its business partners to take appropriate measures to reduce the climate-relevant impact of its business activities, to operate active climate and environmental protection in accordance with the internationally applicable standards and legal regulations, and to continuously improve the effectiveness of its efforts in this regard. This includes preventing emissions and waste as much as possible and continuously increasing resource efficiency. The implementation of the measures must be presented to EGO in a sustainability report and submitted annually. Alternatively, the business partner can inform EGO annually in writing about its development to improve environmental and climate protection and describe its individual measures and improvements. EGO expects the provision of a carbon footprint value per article by 2030 as a target-oriented development.

16. Waste and emissions

EGO requires the business partner to maintain processes and systems that ensure the safe handling, transport, storage, recycling, reuse and management of raw materials, other business materials and waste. The business partner hereby undertakes to minimise the generation and disposal of waste and any form of release or emission of materials into the air, water and/or soil that may have a negative impact on human health, ecosystems and/or the climate. In addition, the business partner must ensure that all business materials and waste are managed and treated appropriately before they are released into the environment, should this be unavoidable. The business partner shall be obliged to prevent or, if unavoidable, minimise the accidental release, emission and/or leakage of hazardous substances into the environment by implementing and actively maintaining the relevant procedures and systems. In addition, EGO expects the business partner to introduce and maintain processes and systems that continuously and sustainably optimise its consumption of all relevant resources such as energy, water and raw materials.

17. Conflict minerals (where relevant)

The business partner is expected to ensure that no products are supplied to EGO that contain metallic elements, the ores and/or derivatives of which originate from a conflict region where they may contribute to the direct or indirect financing or support of armed groups and/or contribute to human rights violations. The business partner is expected to comply with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD DDG) and other applicable regulations, such as the EU Conflict Minerals Regulation.

18. Acknowledgement, approval of the supplier

The business partner hereby undertakes to actively inform its direct suppliers of the requirements of this Code of Conduct and to ensure their compliance with it.

In signing this document, the supplier undertakes to act responsibly and to comply with the principles and requirements stated. The supplier also undertakes to communicate the contents of this Code of Conduct to its employees, agents and subcontractors in an understandable manner and to make all the necessary arrangements for the implementation of the requirements.

Place, date

Department

Stamp and signature