
Code of Conduct for suppliers and business partners

Preface:

Johannes Buchsteiner GmbH & Co. KG is committed to ecologically and socially responsible corporate management. Our goal is equal treatment of company goals, protection of employees and the environment. We are committed to complying with legal regulations and ethical principles relating to human rights, environmental protection and the fight against corruption. We also require our workforce to adhere to the principles of ecological, social and ethical behavior and to see them as an integral part of the corporate culture. We also expect the same behavior from our suppliers, service providers and business partners. With our entrepreneurial actions and our products, we strive to make a positive contribution to the development of society in the sense of sustainability. We also expect this consistency with our principles regarding continuous improvement of sustainability performance from our suppliers.

The contractual partners agree on the following regulations for cooperation. This agreement serves as the basis for all deliveries and services. All of our contractual partners are committed to comply with the principles and requirements of the Code of Conduct and to endeavor to contractually oblige their subcontractors to comply with the standards and regulations set out in this document. This agreement comes into force upon acceptance of our order. Buchsteiner reserves the right to take appropriate measures in the event of violations, up to and including termination of the business relationship.

All applicable laws and regulations, both national and international, as well as minimum industrial standards, conventions of the International Labor Organization (ILO), the UN and all other relevant legal provisions must be adhered to.

1. Forced and child labor

No forced labor, slavery or similar work may be used. All work must be voluntary and carried out without threat of punishment. Any exploitation of children and young people will not be tolerated by Buchsteiner. Child labor within the meaning of the ILO and United Nations conventions and national regulations is prohibited.

2. Bribery and corruption

Buchsteiner declares itself against corruption and bribery and requires all of its business partners to comply with legal regulations to combat corruption. The business partners assure that they do not offer, promise or grant any impermissible benefits to Buchsteiner employees or people close to them.

3. Discrimination

Discrimination or unequal treatment of employees is not permitted in any form unless it is justified by the requirements of the employment. This applies e.g. for discrimination based on gender, race, ethnic or social origin, skin color, disability, health status, political opinion, origin, world view, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected.

4. Complaint mechanism

A protected procedure is available to employees and suppliers to report possible violations of the principles of this Code of Conduct. For this purpose, the email address is "Meldestelle-Buchsteiner@cms-hs.com" at CMS Hasche Sigle Partnership of Lawyers and Tax Consultants mbB, Theodor-Heuss-Str. 29, 70174 Stuttgart.

5. Compensation and working hours

Working hours must comply with applicable law, industrial standards or relevant ILO conventions. The Buchsteiner business partners guarantee that the wages paid to the employee at least correspond to the legally required minimum wage. Wage deductions as punitive measures are not permitted. The business partner must ensure that employees receive clear, detailed and regular written information about the composition of their remuneration.

6. Freedom of organization and assembly

The fundamental right of every employee to join employee organizations must not be hindered. It must be recognized by business partners and suppliers.

7. Occupational health and safety

Business partners are required to ensure a safe, healthy and hygienic working environment and to take necessary measures to avoid accidents and damage to health that may arise in connection with the activity. It must be ensured that occupational safety standards are adhered to.

8.Environmental protection

Buchsteiner expects its business partners to comply with the respective environmental laws, standards and other regulations are adhered to. Environmental pollution and dangers must be minimized and environmental protection in daily business operations must be constantly improved. Our business partners must use resources responsibly and avoid waste. The supplier should take measures to create transparency about emissions in its own business activities, including the supply chain.

9. Confidentiality and data protection

The supplier / service provider undertakes to meet the reasonable expectations of its client, suppliers, customers, consumers and employees with regard to the protection of private information. The business partner must comply with data protection and information security laws and official regulations when collecting, storing, processing, transmitting and passing on personal information.

Compliance with the Buchsteiner Code of Conduct for suppliers and business partners

By confirming this document, the supplier/service provider undertakes to act responsibly and to adhere to the principles/requirements listed. The supplier undertakes to communicate the content of this code to employees, agents and subcontractors in a way they can understand and to take all necessary precautions to implement the requirements.