

Ethical standards for suppliers

Commitments and compliances to standards and laws	Commit to and comply with national as well as international standards, such as the UN Global Compact (GC), international labour standards (ILO), the EU Directive on Corporate Sustainability Obligations and other applicable national and international laws and regulations.
Occupational Health and Safety	Provide employees with safe and healthy workplace environment in compliance with applicable laws and regulations.
Environmental protection	Accept and comply with applicable laws and regulations (e.g. regarding waste management, pollution control (Soil, air and water pollution), contamination of people and environment, land grabbing, use of mercury (acc. to Minamata Convention) and persistent substances (acc. to Stockholm Convention), transportation), protect the environment and use resources in a responsible manner.
Labor conventions	<p>Child labor: No employment and exploitation under aged workers (according to ILO Convention No. 138 & 182).</p> <p>Forced workers: No forced labour and no slavery of any kind.</p> <p>Discrimination: Not discriminate employees on any basis.</p> <p>Harassment: Treat employees with dignity and respect, prohibition of unequal treatment and unlawful use of security forces.</p> <p>Association: Allow freedom of association.</p> <p>Compensation: Comply with the respective local laws and regulations concerning wages and working hours.</p>
Antitrust regulations	Promote fair competition and advise employees to abide by all antitrust laws and regulations.
Trade control	Comply with all national and international trade laws and regulations (e.g. Basel Convention on Hazardous Waste) restricting or prohibiting the import, export or domestic trade of goods, technologies or services dealing with specific products as well as capital and payment transactions (embargo).
Intellectual Property (IP) / Confidentiality	<p>Respect all IP rights, will not copy or allow third party access.</p> <p>Handle all information received as confidential.</p> <p>Store confidential information in a proper and safe manner.</p> <p>Not talk with others about our business (e.g. projects, prices).</p>
Treatment of business partners	Treat their business partners / sub-suppliers in a fair and ethical manner and advise employees not to demand nor to accept personal advantages such as payments, gifts or other benefits of value and not to offer nor grant personal advantages of any kind to any of our officeholders.
Useful links	www.un.org , www.unglobalcompact.org , www.ilo.org