

Code of Conduct for Suppliers of schnaitt GmbH

The compliance with legal regulations, the respect of human rights and the protection of our nature are essential guiding principles of the activities of schnaitt GmbH (hereinafter referred to as schnaitt). These guidelines are an indispensable element of our cooperation with our customers and suppliers.

This code of conduct serves as a guideline for our activities and sets the minimum standards that we apply to our actions and those of our suppliers.

Each supplier should always ensure that its decisions and actions are in accordance with this Code of Conduct and the legal requirements and are free from personal self-interest.

General Conduct

schnaitt is committed to fulfilling its business and social responsibilities in a manner that reflects the highest level of integrity and honesty. Our relationship with contractual partners, third parties and the public in general has always been based on trust and goodwill. Only by continuing our commitment to these principles can we ensure the trust, acceptance and goodwill of our contractual partners and customers in the long term.

Human rights

schnaitt is committed to upholding and defending human rights. The rights guaranteed by the European Convention for the Protection of Human Rights and Fundamental Freedoms and the International Covenant on Civil and Political Rights are the inalienable basis of every human being's existence.

In particular, any discrimination and disadvantage of people on the basis of their gender, race, age, disability, ethnicity, religion or belief or sexual orientation is unacceptable.

Suppliers who, to our knowledge, provide services in violation of human rights will be excluded from further cooperation.

Child labour

schnaitt only employs young people under the age of 18 in compliance with the legal and subsequent requirements and solely with the aim of supporting the young person (e.g. training purposes, school internships).

Suppliers may employ young people under the age of 18 if this is permitted in accordance with the legal requirements applicable to the activity or the UN Convention on the Rights of the Child. The regulations that offer the best protection to the young people must always be applied. In addition, the supplier is obliged to observe ILO Conventions 105, 138 and 182.

Any activities by juveniles that are not age-appropriate or that endanger the health, safety or morals of the juveniles are prohibited.

The supplier is responsible for monitoring its employees under the age of 18, their working conditions and their working hours.

Workers' rights

Slavery and forced labour are abuses that must be eliminated. The ILO standards for the protection of workers' rights must be comprehensively observed as a minimum standard when working with or for schnaitt. Where locally applicable laws grant workers more extensive rights, these take precedence over the ILO standards.

Workers have the right to freedom from discrimination, safe working conditions and a healthy working environment.

The right of workers to form or join trade unions and to bargain collectively shall not be restricted or impeded.

Workers shall be paid at least the legally prescribed wage for their work on a regular basis, at least monthly. In the absence of a minimum wage, remuneration shall provide a decent and adequate standard of living.

The employer shall monitor compliance with the legal requirements for employment relationships, in particular with regard to working hours, occupational health and safety and legally prescribed social benefits.

Our suppliers are required to ensure that the products they supply and the services they render, as well as the materials used for their manufacture, have been produced in compliance with the above requirements. schnaitt reserves the right to demand appropriate proof.

Bribery and comparable acts

The granting or acceptance of bribes, kickbacks or comparable offers as well as any form of extortion and corruption are prohibited. This also applies in the event that such actions are not prohibited by law in the respective country. Violations will be reported to the authorities immediately.

Gifts and gratuities

Gifts and gratuities may be part of the customary social interaction in many cultures and small gifts certainly maintain friendship, but no one should be brought into conflict or influenced in their freedom of decision by gifts and gratuities. schnaitt employees may therefore only accept or give gifts or gratuities to a limited extent. gifts or gratuities only to a limited extent.

With the exception of company promotional items, the giving of gifts is to be avoided, regardless of value. gifts, regardless of their value.

Our suppliers will strictly observe this requirement in the course of their cooperation with us and inform us if our employees violate this requirement.

Competition and anti-trust law, tenders

The employees and suppliers of schnaitt are obliged to observe the rules of fair competition. They shall observe the statutory provisions on competition and antitrust law and, in particular, when participating in tenders, shall not take any actions which contradict the conditions applicable to the tender.

In particular, agreements on terms and conditions, prices, other essential contractual elements as well as on the bidding behaviour are inadmissible if their aim is to hinder fair competition or otherwise violate applicable law.

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Confidential Information and Data Protection

The protection of confidential information and personal data is an essential basis of trust between schnaitt, its customers and its suppliers. For this purpose, necessary confidentiality declarations and data protection agreements are concluded, which regulate the scope as well as the manner of protection of the information and data.

The use of confidential information or protected data contrary to contractual agreements or legal requirements is prohibited. The use of such information for personal gain (e.g. insider trading) will not be tolerated.

Environmental Protection

The activities of schnaitt and its suppliers must be in harmony with the protection of nature and the environment.

schnaitt feels obliged to always pursue a reduction of the environmental impact resulting from its activities.

schnaitt complies with all legal requirements of environmental protection and will continuously check the compliance with the requirements as well as the possibility of a further reduction of negative environmental impacts.

schnaitt's suppliers support the company in the pursuit of these goals by complying with the requirements of environmental law.

Money Laundering

Compliance with the laws against money laundering and the financing of terrorist or criminal activities is an expression of our commitment to professionalism, fairness and integrity. Our suppliers must therefore also fully comply with these legal requirements.

schnaitt is committed to identifying and reporting any such suspicious transactions or activities.