

Code of Conduct for suppliers of bwh Spezialkoffer GmbH

We assume that compliance with the following principles is a matter of course for our partners anyway and this Code of Conduct merely confirms the basis of our cooperation. bwh Koffer reserves the right to change or supplement these principles if necessary.

The supplier hereby declares:

Compliance with the law	<ul style="list-style-type: none"> to comply with the laws of the applicable legal system(s)
Prohibition of corruption and bribery	<ul style="list-style-type: none"> not to tolerate any form of corruption or bribery, including payments or similar benefits to government officials for the purpose of influencing decisions
Respect for the basic rights of employees	<ul style="list-style-type: none"> promote equal opportunities and treatment for its employees, irrespective of colour, race, nationality, social background, disabilities, sexual orientation, political or religious beliefs, gender or age to respect the personal dignity, privacy and personal rights of the individual not to employ or allow persons to work against their will not to tolerate unacceptable treatment of employees, such as psychological cruelty, sexual harassment or discrimination prevent conduct (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative Ensure fair wages and national statutory minimum wages To comply with the maximum number of working hours specified in the applicable laws To the extent permitted by law, respect employees' freedom of association and neither favour nor discriminate against members of trade unions or employee organisations
Prohibition of child labour	<ul style="list-style-type: none"> Not to employ workers under 15 years of age. In countries that fall under the ILO Convention 138 exemption for developing countries, the minimum age may be reduced to 14 years.
Health and safety of employees	<ul style="list-style-type: none"> take responsibility for the health and safety of employees; reduce risks and take the best possible precautions against accidents and occupational diseases provide training and ensure that all employees are informed about health and safety issues To establish and apply an appropriate occupational safety management system
protection of the environment	<ul style="list-style-type: none"> To observe environmental protection with regard to legal norms and international standards minimise environmental pollution and ensure continuous improvements in the area of environmental protection
supply chain	<ul style="list-style-type: none"> To the best of its ability to promote compliance with the contents of the Code of Conduct among its own suppliers and to observe the principles of non-discrimination when selecting and dealing with suppliers.