

**BLANC &
FISCHER**

Familienholding

Code of Conduct for Suppliers



**BLANC &
FISCHER**
CORPORATE
SERVICES

BLANCO

B.PRO



Code of Conduct for Suppliers

The compliance requirements listed below apply for all suppliers of the affiliated companies of Blanc & Fischer Familienholding.

1. Compliance with relevant laws

The supplier shall comply with the applicable laws and other legal requirements of the countries in which it conducts business. It shall respect internationally valid human rights and, observing the respective national legislation, refrain from discrimination on the basis of gender, religion, (ethnic) origin, age, skin colour, disability, family status, gender or sexual identity, or trade union membership.

2. Prohibition of forced labour and child labour

All forms of forced labour or child labour are prohibited. The safety and health of children may not be impaired; their dignity is to be respected.

3. Prohibition of impermissible disciplinary measures

Any kind of disciplinary action by applying or threatening physical or mental violence, verbal abuse or other forms of intimidation are prohibited.

4. Working conditions

No exploitative working conditions shall be tolerated. Remuneration is appropriate and aligned at least with the legally guaranteed minimum wages taking into account the respective labour market. Compliance with the respective nationally applicable regulations and agreements on working hours and recreational leave shall be guaranteed.

5. Occupational safety and health protection

To protect its employees, the supplier takes measures with regard to occupational safety and health protection, at least within the framework of the respective nationally applicable provisions. It shall evaluate and monitor the relevant risks and guard against possible dangers.

6. Protection of the environment

The supplier complies with the respective national environmental regulations and ensures that resources are used purposefully and sparingly.

7. Freedom of association

The supplier shall respect the right to freedom of association and trade union organisation. Influencing the work of trade unions through obstructions, discrimination, personal benefits or other favours is prohibited.

8. Prohibition of corruption

The supplier rejects corrupt behaviour and does not tolerate such behaviour on the part of either its employees or business partners. Particularly prohibited is the bribing of business partners or public officials as well as demanding, accepting the promise of or accepting bribes.

9. Compliance with antitrust law

by either its employees or its business partners. This applies in particular to agreements and coordinated behaviours that lead to a restriction of free competition and an impermissible restriction of competition through the misuse of market power.

10. Compliance with the standards within the supply chain

The supplier ensures that the requirements described in this Code of Conduct are also complied with its supply chain.