

# Code of Conduct

For suppliers of Speck



speck

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# Code of Conduct for suppliers of Speck

As a globally operating company, Speck is aware of its social responsibility. This Code of Conduct has been developed in order to ensure adherence to ethical principles and legal provisions in the supply chain.

## 1. General regulations and laws

The supplier undertakes to comply with all applicable laws and regulations of the countries in which he is active in.

## 2. Prohibition of corruption and bribery

Corruption and bribery of any kind are forbidden, not to be practiced and not to be tolerated.

## 3. Human Rights

The supplier supports and respects the protection of internationally proclaimed human rights.

The supplier does not use forced labor.

He does not employ persons under the minimum age requirement for work, in accordance with local laws. If no higher age limit is laid down in local legislation, no person who is of school age or younger than 15 years (exceptions under the ILO Convention No. 138) may be employed. In addition, workers under 18 years are not allowed to undertake any hazardous work and work only at night, with due regard for the requirements of the training.

Employees must not be physically punished or physically, mentally, verbally or sexually harassed. The personal dignity of the individual has to be respected.

The supplier ensures equal treatment regardless of race, color, religion, sex, age, political opinion, disabilities, ethnic origin or sexual orientation.

#### **4. Working time, minimum wage and paid vacations**

The supplier guarantees to comply with national laws and regulations regarding working time and paid holidays. They comply with local regulations concerning the minimum wage.

#### **5. Health, safety and environmental protection**

The supplier has to comply with applicable health, work and environmental protection requirements. The supplier has to ensure a safe and healthy work environment. Environmental pollution has to be minimized and the environmental protection has to be improved continuously.

#### **6. Compliance with antitrust law**

The supplier shall observe the rules of free and fair competition, in particular all legal requirements of the antitrust law.

#### **7. Protection of company and business secrets, data protection**

Business secrets and confidential information must be kept strictly secret. Such information must be protected against the disclosure and the passing on to third parties. When using personal data, the protection of privacy must be observed and the security of the data must be ensured.

#### **8. Freedom of association**

Workers have the right of free assembly and collective bargaining.

#### **9. Supply Chain**

The supplier undertakes to implement the contents of this Code of Conduct at his suppliers and subcontractors as far as possible.



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