

DELVIS Supplier Code of Conduct

Code of Conduct for supplier and business partner of DELVIS GmbH and its subsidiaries (hereinafter referred to as DELVIS respectively)



Sustainability in supplier management

Business success and social responsibility can not be separated. Fixed components in DELVIS value systems are responsible and ethic behavior with our employees, our business partners, the society and the environment. In our daily business is the compliance of law and order obviously.

The written code of conduct summarizes the main policy and principles concerning the responsibility for human and environment and asserts the claim to ourselves and to our business partners and suppliers. At DELVIS, we expect that our suppliers comply with applicable national statute, with the principles of the United Nations Global Compact, and with the DELVIS Supplier Code of Conduct.

We give thanks to our business partners who support responsible and ethic behavior in business together with us.

Compliance of law and order

At DELVIS, we expect that our suppliers comply with applicable national statute.

Human and labor right

At DELVIS, we expect that our suppliers

- respect and comply with the fundamental rights granted to all employees under applicable national statute. Furthermore, we expect our suppliers to fully recognize the labor standards issued by the International Labor Organization (ILO), taking into due account the applicable laws and regulations in different countries and at different sites.
- respect personal dignity, privacy and fundamental rights of each person.

Child labor

At DELVIS, we expect our suppliers to prohibit and refrain from any kind of child labor within their organization.

Forced labor, human trafficking

At DELVIS, we expect our suppliers to prohibit any kind of forced labor or human trafficking in their organization and any contribution to it. Any type of human trafficking, slavery, bondage or prisoners work is strictly prohibited.

Equal treatment and Non-discrimination

At DELVIS, we expect that our suppliers promote equal opportunities and equal treatment. Furthermore, we expect our suppliers to prohibit any form of discrimination in recruiting, promoting or selecting employees for basic or advanced training programs. Within the organization of our suppliers, no employee may be discriminated against based on his or her gender, age, color, race, ethnical or social origin, nationality, sexual orientation, incapacity, religion or world view or political opinion.

Freedom of association

At DELVIS, we expect our suppliers

- to respect the right of their employees, to the full extent of applicable national statute, to form a workers council, collective bargaining unit or other employee representations, and to enter into collective bargaining.
- not to favour or to disadvantage member of workers council.

Working time and remuneration

At DELVIS, we expect our suppliers to fully comply with applicable national statute on working time. Furthermore, we expect that the employees of our suppliers receive a remuneration which is in line with applicable national statute.

Occupational health and safety

At DELVIS, we expect our suppliers to fully comply with applicable national statute governing health and safety at work. Furthermore, our suppliers are expected to establish and maintain an appropriate occupational health and safety management system. This includes containing actual as well as potential health and safety risks at work. Moreover, our suppliers are expected to train their employees for the purpose of preventing accidents and occupational diseases as best as possible

Sustained environmental protection

At DELVIS, we expect our suppliers to comply with all applicable national laws, regulations and standards to protect the environment. Our suppliers are expected to establish and maintain a suitable environmental management system (e.g., in accordance with ISO 14001, or national equivalent) to minimize environmental impact and hazards, and to improve environmental protection in their everyday operations.

Verbot von Korruption und Bestechung

At DELVIS, we expect our suppliers to have zero-tolerance for corruption and to ensure compliance with all United Nations (UN) and Organisation for Economic Co-operation and Development (OECD) conventions against corruption, and with all governing anti-corruption laws. In particular, our suppliers are expected to ensure that their employees, subcontractors and agents do not offer, promise or grant any advantages to any DELVIS employees or

related parties with the goal of securing an order award or any other form of preferential treatment in their business transactions.

Invitations and gifts

At DELVIS, we expect that our suppliers refrain from presenting any invitations or gifts to our employees so as to gain any form of influence. Any invitations or gifts extended to DELVIS employees or related parties, if any, must be reasonable and suitable with a view to scope and design, i.e. they must be of low financial value and reflect ordinary local business custom. We also expect our suppliers to refrain from asking DELVIS employees or related parties for any inappropriate advantages.

Preventing conflicts of interest

In our suppliers' business dealings with us, we expect our suppliers to take decisions based on objective criteria only. Any factors that might influence our suppliers' decisions due to private, business or other conflicts of interest must be prevented from the start. The same applies to relatives and other related parties.

Unrestricted competition

At DELVIS, we expect our suppliers to always compete in a fair manner and to comply with applicable antitrust laws and regulations. Our suppliers are expected not to enter with competitors into agreements that might constitute a breach of antitrust law, nor to take advantage of any dominant market position they might hold.

Money laundering

At DELVIS, we expect our suppliers to comply with all applicable statute governing the prevention of money laundering, and not to participate in any money laundering activities.

Supplier relations

At DELVIS, we expect our suppliers to communicate the principles laid out herein to their subcontractors and sub-suppliers and to take these principles into account when selecting subcontractors and sub-suppliers. Our suppliers are expected to encourage their subcontractors and sub-suppliers to comply with the minimum standards of this Code of Conduct regarding the protection of human rights, working conditions, anti-corruption and environmental protection when fulfilling their contractual obligations. Further we expect from our suppliers to only source material from legal sources and if requested to provide evidence on the legal source.

Compliance with the DELVIS Supplier Code of Conduct

We reserve the right to consult with each supplier and to either perform a sustainability audit at the supplier's site or to appoint a qualified third party to perform the audit to review the compliance with the principles and requirements laid out in the DELVIS Supplier Code of Conduct.

Any violation of the principles and requirements set out in this DELVIS Supplier Code of Conduct will be regarded as a serious violation of the supplier regarding his contractual obligations towards DELVIS.

In the event that supplier is suspected of violating any of the principles or requirements laid out in the DELVIS Supplier Code of Conduct (e.g. based on negative media reports), DELVIS reserves the right to request from the supplier that all relevant information be disclosed.

In the event that a supplier evidently fails to fulfill any of the principles or requirements set out in this DELVIS Supplier Code of Conduct, or refuses to pursue and implement measures for improving his sustainability performance, after having been given a reasonable period of grace, DELVIS reserves the right to immediately terminate any or all contracts with the supplier for cause.

References

United Nations Global Compact: www.unglobalcompact.org
International Bill of Human Rights: www.un.org/en/rights
International Labor Standards (ILO):
www.ilo.org/global/standards/lang--len/index.htm

Supplier declaration:

1. Supplier received the „DELVIS Supplier Code of Conduct“.
2. Supplier commit to approve and comply with all policy and principles of DELVIS Supplier Code of Conduct.

Location, Date

Supplier (complete company name)

Signature supplier