

## Code of Conduct

Subsequent requirements to Corporate Social Responsibility and Compliance (Corporate Social Responsibility and Compliance) are applicable to all Suppliers of the affiliated companies of the BLANCO Group.

### **I. Laws and regulations**

The Supplier will abide by the laws in effect and other legal requirements of the countries where it is in business. For countries that have a weak institutional framework, the Supplier will carefully examine what good company practices from its home country should be applied to enable supportive, responsible company management.

### **II. Communication**

It is the responsibility of the Supplier to communicate the requirements of this Code of Conduct to all employees and its sub-suppliers.

### **III. Forced Labour**

There shall be no use of forced labour in any form. This includes forced prison labour, bonded labour, or otherwise.

### **IV. Child Labour**

There shall be no use of child labour. No person younger than the age for completing compulsory education or younger than 15 shall be employed as long as the local legal requirements do not specify a higher age limit and as long as no exceptions are permitted by applicable law or regulations. Workers under the age of 18 shall not perform hazardous work and may be restricted from night work with consideration given to educational needs.

### **V. Harassment**

Employees shall not be subject to corporal punishment or to physical, sexual, psychological or verbal harassment or abuse.

### **VI. Compensation**

Wages, including overtime and benefits, shall equal or exceed the level required by applicable law and regulations.

### **VII. Hours of work**

Unless national regulations require less maximum hours of work, and except under extraordinary business circumstances, employees shall not, on a regularly scheduled basis, be required to work a standard work week of more than 48 hours per week or a total work week of more than 60 hours (including overtime). Workers shall be provided at least one day off in every seven-day period, except in extraordinary business circumstances.

### **VIII. Non-discrimination**

All employees shall be treated strictly according to his other abilities and qualifications in any employment decisions, including but not limited to hiring, advancement, compensation, benefits, training, layoffs and termination.

### **IX. Health and Safety**

Employers shall provide a safe and healthy working environment to prevent accidents and injury and, when applicable, safe and healthy residential facilities, with applicable local law as a minimum.

## **X. Freedom of Association and Collective bargaining**

The Supplier shall recognise and respect the legal right of employees to freedom of association and collective bargaining.

## **XI. Environment**

The Supplier will comply with environmental regulations and standards applicable to its operations, and will observe environmentally conscious practices in all locations where it operates.

## **XII. Human Rights**

The Supplier is committed to promote human rights. It respects human rights, especially integrity, honesty, respect of human dignity, openness and non-discrimination based on religion, ideology, gender and ethnicity.

## **XIII. Bribery and Corruption**

The Supplier rejects corruption and bribery. It uses suitable means to promote transparency, trading with integrity, responsible leadership and company accountability. It pursues clean and recognised business practices and fair competition. In regards to competition, it focuses on professional behaviour and high standards of quality for work. It fosters partnership and trusting interaction with the supervisory authorities.