

Code of Conduct for Suppliers
Noelle + von Campe GmbH & Co. KG

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1. Preface

Noelle + von Campe strikes for growth and success based on proximity to customers, employee loyalty, highest quality, and sustainability. In doing so, we want to assume responsibility in economic and social terms. The Code of Conduct for suppliers contains the ethical, social, and ecological values, that also guide our actions along the product value chain. We also expect suppliers as partners within this value chain to uphold these values.

Therefore, our suppliers agree to the principles listed below and ensure their implementation for the entire duration of the cooperation. In addition, suppliers ensure that the principles are passed on in their supply chain and guarantee their observance.

2. General principle

Our suppliers observe all legal rules and regulations. Therefore, they plan their business activities based on the applicable legislation. Managers are obliged to know and apply the company's laws, regulations, and guidelines applicable to their area of responsibility.

3. Principles of corporate and social responsibility

3.1 Human rights

Suppliers shall respect and support internationally recognized human rights in accordance with the United Nations Universal Declaration of Human Rights and the European Convention on Human Rights.

3.2 Child labour

Noelle + von Campe expects its suppliers to reject any form of child labour. Therefore, in accordance with the recommendations from the conventions of the International Labour Organisation (ILO), no persons are employed who are still of school age or younger than 15 years. Employees under the age of 18 may not be called upon to perform work that would endanger the health, safety, or moral principles of adolescents according to ILO standards

3.3 Forced labour

Suppliers reject all forms of forced labour, bonded labour, serfdom, and slavery. Employees may not be forced into employment, either directly or indirectly, by force or intimidation.

3.4 Discrimination and harassment

Suppliers respect the right of every employee to be treated fairly, courteously, and respectfully by supervisors and colleagues. This includes that no employee may discriminate against another employee or business partner because of age, gender, culture, religion, origin, skin colour, disability, sexual orientation, or world view.

3.5 Working hours

The working hours of our suppliers' employees comply with applicable national law, the relevant ILO conventions, and the collective agreement applicable to the company. Overtime must be worked on a voluntary basis.

3.6 Remuneration

Our suppliers ensure that their employees are remunerated appropriately and fairly. Remuneration, including wages, overtime, and fringe benefits, shall therefore be in line with applicable legal requirements regarding minimum wages, overtime, working hours and legally regulated social benefits.

3.7 Occupational safety, health-, environmental- and fire protection

It is the task of all employees of our suppliers to avoid hazards for people and the environment, to keep impacts on the environment low, and to use resources sparingly. The processes, operating sites and resources must comply with the applicable legal and internal requirements for occupational safety as well as health, fire, and environmental protection.

3.8 Data protection

Suppliers shall follow the principles of data security and secure all data using information technology. Personal data is only used and processed to the extent necessary and legally permissible during business.

3.9 Freedom of association

All suppliers shall respect the right of employees to be represented by a trade union within the framework of the applicable laws and regulations. The supplier's management shall endeavour to cooperate openly and constructively with the employee representatives democratically elected by the workforce.

4. Principles of fair competition

4.1 Conduct towards business partners and authorities

Our suppliers comply with the rules of fair competition within the framework of national and international legal regulations. Employees are expected to comply with all applicable antitrust laws relevant to their respective areas of responsibility as well as laws against unfair competition. A trusting relationship is to be maintained with business partners and authorities.

4.2 Bribery and corruption

Suppliers shall comply with applicable laws on corruption and bribery. All employees are required to ensure that no dependencies or obligations arise regarding customers or suppliers. They must not accept or make any gifts that can be assumed to influence business decisions. Compliance with the Code of Conduct

As of: February 2023

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