



**CRESPEL & DEITERS**  
GROUP



**Supplier Code of Conduct**

Crespel & Deiters Group



## Supplier Code of Conduct

We, C&D Non-Food GmbH, are dedicated to ensuring that our products and services are provided in such a way that human rights and the environment are respected, in addition to ensuring that the workers' dignity is protected. For this reason, we only work with suppliers who are committed to the same principles. We value the relationships with our suppliers and are fair, open and transparent in our dealings with them. In return, we expect our suppliers to share our dedication to ethical, safe and responsible business practices.

When working with C&D Non-Food GmbH we expect our suppliers to comply with and observe the principles as set out in this Supplier Code of Conduct. In addition, we expect our suppliers to address the same principles within their own supply chains in an appropriate manner. We also expect all products supplied to us to be manufactured or produced in accordance with this Supplier Code of Conduct. In addition, we expect all suppliers to comply with this Supplier Code of Conduct, even if this Supplier Code of Conduct goes beyond the requirements of applicable law.



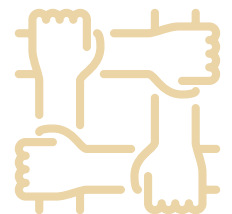
When applying this Supplier Code of Conduct, we expect our suppliers to ensure compliance with the following principles:

- **Child labour, forced labour and slavery:** Condemnation of all forms of child labour, forced labour and slavery.
- **Occupational health and safety:** Obligation to comply with the occupational health and safety obligations applicable under the law of the place of employment and thus to prevent the risk of accidents at work or work-related health hazards.
- **Freedom of coalition:** We reject any disregard for freedom of association. All our suppliers are obliged to respect the right of their employees to organise or join trade unions and not to use the formation, joining or membership of a trade union as a reason for unjustified discrimination or retaliation. What is more, all our suppliers shall respect the right of trade unions to operate freely and in accordance with the law of the place of employment.





- **Discrimination:** All people enjoy equal treatment. All our suppliers are obliged to reject any form of unequal treatment, for example on the basis of national and ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief, unless this is justified by the requirements of employment; unequal treatment includes in particular the payment of unequal remuneration for work of equal value.
- **Appropriate wages:** We support the payment of an appropriate wage. The supplier undertakes to comply with the prohibition of withholding a reasonable wage; the reasonable wage is at least the minimum wage determined by the applicable law and is otherwise determined by the law of the place of employment. In any case, wages shall always be sufficient to cover basic needs and provide some disposable income.



- **Environmental damage:** We expect our suppliers to avoid any kind of environmental damage. This includes counteracting harmful soil changes, water and air pollution, harmful noise emissions and excessive water consumption.

- **ETI (Ethical Trading Initiative) Base Code:** All our suppliers undertake to observe and comply with the ETI (Ethical Trading Initiative) Base Code. You can access the ETI Base Code [here](#).





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