

	Töpfer Code of Conduct for Business Partners (englisch)	Klassifizierung:
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Code of Conduct for Business Partners of Töpfer GmbH

Töpfer GmbH pays attention to the implementation of social standards in its own company and in its business relationships with partners. On this basis, Töpfer GmbH has developed its own Code of Conduct with the aim of improving social standards for its business partners in the various countries. These standards are an essential basis for the business relations of Töpfer GmbH with its partners.

1. Compliance with regulations

- a. The applicable legal and official regulations and the operational rules and regulations must be observed.
- b. The accident prevention regulations and the generally accepted safety and occupational health rules must be complied with.
- c. Food must comply in its composition, quality, packaging, and declaration with the applicable food law regulations and meet the specified requirements.
- d. The business partners shall ensure that corresponding rights are also complied with by the upstream supplier.

2. Human rights and social responsibility

This Code of Conduct is based on the fundamental principles of the ILO (International Labour Organisation), the United Nations Universal Declaration of Human Rights and the UN Conventions on the Rights of the Child.

For Töpfer GmbH, respect for human rights is a fundamental principle of human coexistence, which is why all employment relationships and conditions should comply with them. As a prerequisite of any business relationship, our suppliers and service providers, as well as their subcontractors and sub-service providers, agree to comply with the following social standards conditions as elementary rights of employees.

3. Ban on forced and child labour

- a. Child labour, in particular exploitative child labour, is inadmissible.
 - b. Young workers must be given special protection.
 - c. Forced labour, corporal punishment or mental coercion is prohibited.
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4. Fair working conditions

- a. There is freedom of association and the right to collective action.
- b. All forms of discrimination e. g. due to nationality, ethnic origin, skin colour, religion, gender, or age are opposed.
- c. Regulated working hours are required at least in accordance with the legal regulations of the respective country.
- d. Safe and as healthy working conditions must be guaranteed.

5. Commercial Integrity

Bribery and corruption, as well as extortion are rejected in all forms.

6. Environment

- a. The supplier or service provider generally adheres to the environmental protection regulations applicable in his country.
- b. Environmentally friendly technologies and products are preferred, and their use is constantly being further developed.
- c. Employees must be informed about the handling of hazardous materials and substances.

7. Sustainability

Sustainability has always been very important for Töpfer GmbH. Our business partners are also committed to establishing and further expanding sustainability in the corporate culture.

8. Animal welfare and biodiversity

- a. The business partners undertake to comply with animal welfare regulations. The welfare of each individual animal must be considered, and the health of the animals should be promoted.
 - b. No animal testing is carried out.
 - c. The business partners promote the preservation and restoration of biodiversity within their possibilities.
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9. Adherence to the Code of Conduct

- a. Inspections, even unannounced, may be carried out by Töpfer GmbH at any time in the entire supply chain.
 - b. An in-house reporting system for violations of these social standards must be established; Employees who make reports must therefore not be disciplined or discriminated against.
 - c. The business partners accept this Code of Conduct with each commercial transaction.
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