



Code of conduct for suppliers of the Watermann Polyworks GmbH

Preamble

As an international working company in the building material sector the Watermann Polyworks GmbH is committed to have an ethical, correct, legal and socially fair management.

This responsible behaviour is expected from all our suppliers with whom the Watermann Polyworks GmbH is in a mercantile relationship.

In addition to that, one can say that we are anxious to continuously improve our production and our products. We want to be a role model.

This code of conduct is supposed to determine our requirements, which we have towards our suppliers concerning laws and specifications, corruption and bribery, social and working conditions, child labour and environmental protection.

Our goal is to achieve a trusting collaboration with our suppliers, which is supposed to be assured with this code.

Alike we expect our suppliers to ensure their suppliers do respect our requirements too.

This is the only way we are able to guarantee a safe collaboration and offer our customers a high proportion of safety.

In terms of comprehensibility only the male form is used.

We refer to both male and female suppliers and employees.



Abidance by the laws

Our suppliers have to obey all national and international valid laws and specifications, the basic rights and the declaration of human rights (United Nations) and integrate them into their company philosophy.

Working strategy

Our suppliers are supposed to only work with legal and high ethical standards.

All laws and specifications concerning corruption, bribery, deception and all other forbidden means of work have to be obeyed.

Social and working conditions

Our suppliers have to respect their employees basic rights and have to take care every single one of them is treated with respect and dignity.

The following aspects are to our greatest interest:

Choice of employment

Every employee choose to work in your company and is able to resign whenever he wants to.

Working conditions like compulsory labour, debt bondage etc. are strictly prohibited.



No child labour

Child labour is according to valid national and international laws and the declaration of human rights strictly prohibited.

Any kind of child labour which comes to our attention results in cancelling of any contracts.

Payment

All employees do have a right to be paid fair.

Concerning valid laws and specifications at least minimum wage has to be paid but they have to be able to feed their families.

Disciplinary discounts etc. are prohibited.

Working hours

No employee should be working more than 48 hours per week, overtime is voluntary and at least one day per week has to be a day off.

In addition to that valid laws and specifications have to be followed.

Discrimination

Our supplier have to follow valid laws and specification concerning discrimination.

There must not be made any difference between race, religion, age, nationality, colour, sex, sexual orientation, physical conditions political opinion or any other differentiation possibilities.



Unification

All employees do have the right to be member of a labour union or to establish a works council.

Health and safety

Our suppliers are bond to guarantee a safe workplace and to equip all employees with suitable protective clothing.

Moreover all laws and specifications concerning health and safety have to be respected.

Working conditions

Our suppliers are supposed to guarantee access to drinking water and sanitary facilities. Moreover they are responsible for first aid and fire protection.

There has to be adequate lightning and air conditioning.

Environment

Our suppliers are in charge to produce as sustainable as possible and to reduce the emissions produced during their production.

Moreover the waste and wastewater produced has to be disposed in the right way. Chemicals should only be used if necessary and recycling waste should be recycled.

Our supplier have to follow valid laws concerning environmental protection and need to have a reliable environment policy.



Communication

Our suppliers are supposed to inform their employees and suppliers about our code to sustain it's compliance.

Confirmation

With the confirmation of every single order by Watermann Polyworks GmbH the supplier automatically accepts the current code and is bound to it.

Amendments

Any amendments of our code is going to be published by the Watermann Polyworks GmbH.

Only amendments we announce apply.

The most recent version is published on our homepage:

www.polyworks.eu



Declaration of approval

By signing this declaration of approval, we declare

1. We received the valid version of the code of ethic of the Watermann Polyworks GmbH and understood the requirements mentioned. By signing we are bound to live up to these requirements and to implement them.
2. We informed our employees and our suppliers etc. about the code of ethics to guarantee all requirements are respected.
3. We were informed that the signature of the code of conduct will be the future base for any collaboration.
4. If we do not express any demur or criticism we automatically approve of the code and any amendments without a second signature.

For any further questions do not hesitate to get in contact with us.

Please return a signed version of the code of conduct back to us as soon as possible.

Name:

Name:

Position:

Position:

Company name:

Company name:

Head office:

Head office:

Place, date:

Place, date:

Signature:

Signature: