

# Code of Conduct

Husarich GmbH



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In accordance with the ILO Conventions, the United Nations' Universal Declaration of Human Rights, the UN's Conventions on children's rights and the elimination of all forms of discrimination against women, the UN Global Compact and the OECD Guidelines for Multinational Enterprises and other relevant internationally recognized agreements.

By signing Code of Conduct companies are, within their scope of influence, committed to acknowledge the social and environmental standards laid down in this Code and to take appropriate measures within their company policy for their implementation and compliance.

Supplier companies must ensure that the Code of Conduct is also observed by subcontractors.

Companies have to aim at the implementation of the following criteria:

## 1. Legal Compliance

Supplier shall comply with all applicable national laws and regulations, industry minimum standards, ILO and UN Conventions, and any other relevant statutory requirements whichever they operate.

## 2. Prohibition of Child Labor

Child labor is forbidden as defined by ILO and United Nations Conventions and/or by national law. Employees shall not be younger than 15 years exception may allowed by national law.

The supplier company shall provide adequate financial and other support to enable children to attend and remain in school until no longer a child.

The company may employ young workers (<18 years), but where such young workers are subject to compulsory education laws, they may work only outside of school hours. Under no circumstances shall any young worker's school, work, and transportation time exceed a combined total of 10 hours per day, and in no case, shall young workers work more than 8 hours a day. Young workers may not work during night hours.

## 3. Workplace Health and Safety

The company shall provide a safe and healthy workplace environment and shall take effective steps to prevent potential accidents and injuries to workers' health.

The company shall provide personal protective equipment, access to clean toilet facilities, access to potable water and if appropriate, sanitary facilities for food storage shall be provided. The company shall ensure that any dormitory facilities provided for employees are clean, safe, and meet the basic needs of the personnel.

Accommodation shall be clearly segregated from the production area and employees shall be able to enter and leave the accommodation freely at any hour.

Workplace practice and conditions in dormitories which violate basic human rights are forbidden.

In particular young workers shall not be exposed to hazardous, unsafe or unhealthy situations.

All employees shall have the right to remove themselves from imminent serious danger without seeking permission from the company.



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## 4. Prohibition of Forced and compulsory Labor and Disciplinary Measures

All forms of forced labor, such as lodging deposits or the retention of identity documents from employees upon commencing employment, are forbidden as is prisoner labor that violates basic human rights.

Neither the company nor any entity supplying labor to the company shall withhold any part of any employee's salary, benefits, property, or documents in order to force such employee to continue working for the company.

Employees shall have the right to leave the workplace premises after completing the standard workday, and be free to terminate their employment provided that they give reasonable notice to their employer.

The company shall not engage in or tolerate the use of corporal punishment, mental or physical coercion and verbal abuse of personnel.

## 5. Working Hours

The supplier company shall comply with applicable national laws and industry standards on working hours and public holidays.

The maximum allowable working hours in a week are as defined by national law. Overtime hours are to be worked solely on a voluntary basis and to be paid at a premium rate.

Exceptions to this rule apply only where National law allows work time exceeding this limit.

In countries where working hours are not limited by national law, adequate rest periods shall be regulated between supplier and employees.

An employee is entitled to at least one free day following six consecutive days worked.

## 6. Compensation

Wages paid for regular working hours, overtime hours shall meet or exceed legal minimums and/or industry standards. Illegal, unauthorized or disciplinary deductions from wages shall not be made.

Deductions from wages as a disciplinary measure shall not be permitted. Agreements concerning remuneration and benefits should be comprehensible to the employees.

## 7. Prohibition of Discrimination

All employees shall be treated with respect and dignity.

No discrimination shall be tolerated in hiring, remuneration, access to training, promotion, termination or retirement based on gender, age, religion, race, caste, birth, social background, disability, ethnic and national origin, nationality, membership in workers' organizations including unions, political affiliation or opinions, sexual orientation, family responsibilities, marital status, or any other condition that could give rise to discrimination.



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## 8. Freedom of Association and the Right to Collective Bargaining

All employees shall have the right to form, join, and organize trade unions of their choice and to bargain collectively on their behalf with the company.

In situations where the right to freedom of association and collective bargaining are restricted under law, the company shall allow workers to freely elect their own representatives.

The company shall ensure that representatives of workers and any employees engaged in organizing workers are not subjected to discrimination, harassment, intimidation, or retaliation for reason of their being members of a union or participating in trade union activities, and that such representatives have access to their members in the workplace.

## 9. Environment and Safety Issues

Procedures and standards for waste management, handling and disposal of chemicals and other dangerous materials, emissions and effluent treatment must meet or exceed minimum legal requirements. The supplier shall have procedures in place to secure compliance with the requirements of applicable environmental legislation and regulations. Supplier shall have knowledge of environmental impact of its operation and shall continuously strive to reduce impacts to the environment.

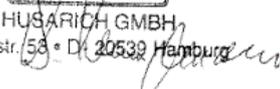
Improvements should cover reduction of energy and water use, emission and waste as well as the reduction and/ or substitution of hazardous materials.

## 10. Management Systems

The supplier company shall define and implement a policy for social accountability, a management system to ensure that the requirements of the BSCI Code of Conduct or similar can be met as well as establish and follow an anti-bribery / anti-corruption policy in all of their business activities.

Management is responsible for the correct implementation and continuous improvement by taking corrective measures and periodical review of the Code of Conduct, as well as the communication of the requirements of the Code of Conduct to all employees and suppliers.

4<sup>th</sup> of September 2017

  
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