

Code of Conduct for suppliers of the Berger Group

Introductory remark

As an independent and family-run business, the Berger Group has always defined its corporate objectives conscientiously and on a long-term basis. Our goal is to perform our work in a way that satisfies our customers, our employees and the society we live in. We base our planning and all our decisions on this corporate policy. Berger expects all business partners to act in accordance with this code of conduct and to stand up for the values mentioned.

Expectations

The supplier may be sure that Berger observes the principles laid down by its code of conduct without exception and acts according to them. This Code of Conduct is published under www.aberger.de.

The Supplier shall, in equal measure, observe all relevant national and international laws and regulations as well as the minimum requirements of this Code of Conduct. Should the Supplier fail to comply with the latter, Berger is entitled to demand clarification and expects the supplier to improve the situation according to a previously agreed plan. Should there however be no adequate improvement in the medium-term, Berger reserves the right to react in an appropriate way.

Commitment to anti-corruption

Every form of corruption is strictly forbidden. Corruption is any attempt made to directly or indirectly influence the decision-making process of a business partner or an official and the acceptance of such an attempt.

Berger expects its suppliers:

- zero tolerance for corruption
- correct behavior with regard to competition and business

The supplier shall not:

- tolerate or accept bribery
- offer, give or receive inappropriate attentions
- take part in money laundering

Social responsibility

Berger strives for improving the ethnic and social conditions in business life. Berger expects the supplier to observe international demands such as the United Nations Universal Declaration of Human Rights and the International Labour Organisation (ILO) conventions.

Berger expects its suppliers:

- to provide for healthy and safe working conditions
- to ensure an effective risk prevention and defense as well as product safety
- to pay not less than the legal minimum wage and to pay for overtime as stipulated by law
- to respect the personal rights of the employees and to intervene in the case of conflicts at the workplace („mobbing“)

The supplier shall not:

- make use of child or forced labour
- discriminate on the basis of ethnic group, nationality, gender, cultural background, race, age, disability, religious beliefs or sexual orientation
- enforce a long-term, excessive violation of legally stipulated maximum working hours
- infringe the employees' right of assembly and the right to collective wage negotiation

Responsibility for the environment

Berger systematically integrates environment and climate protection into every-day business transactions.

Berger expects its suppliers:

- to reduce waste and emissions into air, soil and water
- to contribute to the recycling of materials and products
- to continuously improve the energy efficiency in production processes and in the handling and transportation of goods

The supplier shall not:

- violate the relevant international and national laws and regulations on the use, storage and disposal of dangerous waste and chemicals

Verification

Berger reserves the right to verify if this Code of Conduct is being observed by existing and new suppliers. This verification can alternatively be conducted by an independent organisation.