



Dr. Otto Suwelack Nachf. GmbH & Co. KG

Geschäftsführung

ETHICAL CODE
Commitment to ethical and social responsibility
by
Dr. Otto Suwelack Nachf. GmbH & Co KG

We regard our employees as our most valuable asset. Our business culture is characterised by honesty, trust, respect and open communication.

For us, it is self-evident to comply with all applicable national laws and regulations, industry standards, ILO and UN Conventions, and any other relevant statutory requirements concerning labour law and human rights.

In our company, the interests of the employees are represented by a works council, which consists of employees from different departments. There are no obstacles which prevent our employees from joining trade unions of their choice.

We do not tolerate any form of discrimination.

Hours of work, vacation and wages paid for regular working hours and overtime are in line with the legal regulations and the labour contracts respectively. Overtime is to be worked on a voluntary basis.

It is important to us to create a healthy and safe workplace for all our employees. Therefore, the working conditions are strictly supervised. Safety officers make sure that potential risks are detected and removed. We perform health checks on a regular basis. Comprehensive liability insurance is a matter of course.

Suwelack is against any kind of exploitation of children. We do not employ children. We are against the use of forced labour and prisoner labour.

We are committed to high ethical standards in our business relations as well. Bribery and corruption are not tolerated.

We strictly observe legal requirements regarding waste management, wastewater treatment, handling of chemicals and other hazardous substances as well as disposal of the same.

The foundation of our ethical code is to follow and adhere to the Business Social Compliance Initiative (BSCI) Code of Conduct as well as the requirements of the Social Accountability (SA) 8000 standard.

We expect our suppliers and business partners to have the same high ethical and social responsibility that we are committed to.

Billerbeck, 6/6/13


Ronald Felber
Chief Executive Officer