

## **CODE OF CONDUCT**

The company Wall Chemie GmbH and its associated partners acknowledge their social responsibility within the scope of their entrepreneurial activities worldwide. This Code of Conduct (hereinafter referred to as "CoC") serves as a guideline for entrepreneurial conduct which at its core constantly accounts for its social responsibility. In this way, we are reacting to the different framework conditions created in a global market and face up to the challenges and social expectations which arise from the increasingly interlinked cooperation in global value chains.

Suppliers, vendors, contractors, consultants and other providers of goods and services who do business with Wall Chemie entities are expected to adhere to the principles of this Code of conduct and take appropriate steps to ensure compliance.

### **1. BASIC UNDERSTANDING**

A socially responsible business management is one of the basic, core principles of entrepreneurial conduct. The results of all decisions are to be considered with respect to their economic, social and ecological aspects and in the context of an appropriate balance of interests. The above companies voluntarily contribute within the limits of their capacities to the benefit and the sustained development of global society at all locations at which they are active. In so doing, they orient themselves on generally valid ethical values and principles and above all on integrity, honesty and respect for human dignity.

### **2. CORNERSTONES OF SOCIALLY RESPONSIBLE BUSINESS MANAGEMENT**

Wall Chemie GmbH and its associated partners comply with all laws and regulations of the countries in which they are active. The companies are committed to legally proper and recognised business practices and to fair competition. They orient their conduct on generally valid ethical values and principles, especially on integrity, honesty, respect for human dignity, candour and non-discrimination of religion, world views, gender and ethics. The undersigned company reject corruption and bribery as per the relevant UN convention<sup>1</sup>. They promote in their way to transparency, ethical conduct and responsible management and control within their respective organisations.

### **3. HUMAN RIGHTS**

The companies abide by human rights as per the UN Charter of Human Rights<sup>2</sup> and are committed to promoting them, especially the following:

#### Health and safety

The protection of health and occupational safety, especially the guarantee of a safe, health-promoting working environment, so as to prevent accidents and injuries.

#### Harassment

Protection of employees from physical punishment and from physical, sexual, psychological and verbal harassment or abuse.

#### Freedom of opinion

The companies protect and safeguard the right to freedom of opinion and expression.

#### Privacy

Protection of privacy.

<sup>1</sup> United Nations Convention against Corruption ([www.unodoc.org](http://www.unodoc.org))

<sup>2</sup> Universal Declaration of Human Rights, UN Resolution 217 A (III) from 1948

#### 4. WORKING CONDITIONS

The companies abide by the core labour standards of the ILO. These apply among other things to

- the prohibition of child labour according to ILO Conventions 138 (Minimum Age) from 1973 and 182 (Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour) from 1999
- the prohibition of forced labour according to ILO Conventions 29 (Forced Labour) from 1930 and 105 (Abolition of Forced Labour) from 1957
- the promotion and, as far as possible, guaranteed application of the principle of the equal payment of men and women for work of equal value according to ILO Convention 100 (Equal Remuneration) from 1951
- honouring employee rights according to ILO Conventions 87 (Freedom of Association and Protection of the Right to Organise) from 1948 and 98 (Right to Organise and Collective Bargaining Convention) from 1949 to the extent permissible and possible in the respective countries
- the prohibition of discrimination according to ILO Convention 111 (Discrimination in Respect of Employment and Occupation) from 1958. This prohibition applies especially to the discrimination of employees on the basis of gender, race, age, disability, ethnic or cultural origin, religion or beliefs, or sexual orientation

#### **Working hours:**

The companies abide by labour standards regarding the longest permissible working times.

#### 5. ENVIRONMENTAL PROTECTION

The companies fulfil the valid regulations regarding environmental protection at the respective locations. Moreover, they deal responsibly with natural resources. Through our participation to the ÖKOPROFIT project, we have committed ourselves to environmental protection in a manner that goes beyond legal provisions.

#### 6. IMPLEMENTATION AND ENFORCEMENT

Wall Chemie GmbH and its associated partners undertake all appropriate and reasonable efforts to implement and to apply the principles and values described in this CoC in a continuous way and, where necessary, to remedy any existing deficits as soon as possible. Upon request and under the condition of reciprocal adherence, our contractual partners are entitled to receive information on the key measures so as to provide transparency with regards to how fundamental compliance with these measures is guaranteed. This does not entitle any party to proliferate confidential information related to the undersigned companies and their operations, competitive information or any other valuable information.

**Wall Chemie GmbH**  
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# WALL CHEMIE

Wall-Chemie GmbH

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