

# CODE OF CONDUCT



**Socially responsible company management is one of the fundamental and core principles of corporate action. Whenever corporate decisions are taken, the economic, social and ecological consequences must be borne in mind and an appropriate balance of interests struck.**



<b>Scope of application</b>	This Code of Conduct applies worldwide to all the branch establishments and business units of Création Baumann AG which is bound by it and is signed by Création Baumann AG in a self-declaration.
<b>General principles of business management</b>	Création Baumann AG, which is bound by the Code of Conduct, complies with the laws and legal provisions of the countries in which it does business. Création Baumann AG engages in fair competition and rejects corruption of all kinds, including extortion and bribery. Création Baumann AG endeavours to continuously improve transparency within its procurement chain and ensures appropriate communication of its business practices to the outside world.
<b>Human rights</b>	<p>Création Baumann AG respects human rights in its business activities. Création Baumann AG makes sure that it is not involved in any infringements of human rights. In particular, Création Baumann AG respects the following human rights:</p> <ul style="list-style-type: none"> <li>• equality of rights and prohibition of discrimination.</li> <li>• protection of privacy.</li> <li>• the right to freedom of opinion and free expression of opinions.</li> <li>• the right of employees to health and safety at the workplace.</li> </ul>
<b>Working conditions</b>	<p>Création Baumann AG undertakes to respect social standards at the production site. To that end, it complies with the core working standards of the International Labour Organisation (ILO), in particular:</p> <ul style="list-style-type: none"> <li>• prohibition of forced labour.</li> <li>• prohibition of child labour.</li> <li>• compliance with local working and rest time regulations; the maximum weekly working time should not exceed 48 hours (excluding overtime). Overtime must be compensated.</li> <li>• payment of a wage which is appropriate to the activity and place of employment with identical pay for identical work.</li> <li>• compliance with local regulations on occupational safety and health protection.</li> <li>• respect for the right of assembly and collective bargaining.</li> </ul>
<b>Environmental protection</b>	Création Baumann AG respects the environment in its activity at all its places of business. It takes economically viable measures to achieve a satisfactory level of protection. In particular, Création Baumann AG safeguards the responsible handling of chemicals and continuously optimizes its use of water and energy or makes sure that the consumption of these resources is kept as low as possible in the long-term.

Création Baumann AG makes all reasonable efforts to implement this Code of Conduct in its business activity. If shortcomings occur, it takes remedial measures without delay. On request, an evidence-based explanation as to how the Code of Conduct is respected will be given to the contractual partners of Création Baumann AG. Business secrets or other information with a bearing on competition, which needs to be protected, are excluded from this reporting.



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