

Code of Conduct for SAXAS suppliers

This Code of Conduct defines the principles and requirements of SAXAS for its suppliers of goods and services related to their responsibilities for people and the environment.

SAXAS reserves the right to change the requirements of this Code of Conduct in the case of reasonable changes.

SAXAS expects, that its suppliers accept such reasonable changes in this case.

The supplier declares herewith:

- to be compliant with the laws of the applicable legal demands.
- to not tolerate or be engaged in any form of corruption or bribery, including any illegal payment offers or similar gratuities to government officials to influence their decision making
- to promote equal opportunities and equal treatment for its employees regardless of their skin colour, race, nationality, social origin, any disability, sexual orientation, political or religious beliefs, as well as their gender or age
- to respect the personal dignity, privacy and personal rights of each individual; not employing anyone against their will or forcing them to work, not to tolerate unacceptable treatment of workers, such as mental hardship, sexual and personal harassment or discrimination
- to not tolerate behaviours (including gestures, language and physical contact) that are sexual, coercive, threatening, abusive or exploiting
- to ensure adequate payment and to guarantee the statutory minimum wage
- to be compliant with the maximum working hours specified by law in the respective country
- to recognize the freedom of association of employees and neither to favour nor to discriminate against members of workers' organizations or trade unions, as far as permitted by law
- to not hire workers who are not be at least 15 years old. In countries that fall under the exception for developing countries in accordance to ILO Convention 138, the minimum age may be reduced to 14 years
- to take responsibility for health and safety towards its employees, containing risks and to take the best possible precautionary measures against accidents and occupational diseases, to offer training and to ensure that all employees are knowledgeable about occupational safety
- to set up and apply an appropriate occupational safety management system
- to observe environmental protection in accordance to legal norms and international standards
- to minimize environmental pollution and continuously improve environmental protection
- to set up and apply an appropriate environmental management system
- to adequately promote the compliance with the content of this Code of Conduct among its suppliers, the principles of non-discrimination have to be compliant when selecting and dealing with suppliers