

## Code of Conduct for BADER Group's Business Partners

### Preamble

Efficient, sustainable action based on social, economic, and ecological aspects is common daily practice and a constituent element of our business policies at BADER; it is the logical consequence of our sense of responsibility toward all people, society, and the environment.

This Code of Conduct sets forth the fundamental principles of conduct and anchors them firmly as components of our daily work and business policies. Compliance with these principles is required of all our business partners.



#### **Legality is the fundamental standard by which all entrepreneurial activities are measured as a matter of course**

- Our management of the BADER business partners tracks observance of applicable national and local laws and regulations within the scope of all operating procedures and at all operating levels to ensure compliance with such provisions
- All employees at all sites operated by our business partners must comply with laws and regulations



#### **Fighting corruption**

- Personal benefits may not be requested, accepted, or granted during the initiation, awarding, or processing of an order or business process.
- During dealings with business partners and government institutions, there must be strict separation of the interests of the company and the private interests of employees on both sides. Decisions are made without being influenced by irrelevant considerations and personal interests
- Invitations, gifts, and benefits that could influence business decisions may not be accepted



#### **Employees' right to freedom of assembly, freedom of association, and collective bargaining**

- Our business partners respect their employees' right to assembly and their rights to association and collective bargaining within the framework of applicable legal regulations



#### **Employees' right to free choice of employment**

- Business partners' employees are deployed according to operating requirements and personal suitability



#### **Employees' right to reasonable remuneration — compliance with minimum wages**

- The level of wages paid at our business partners' individual sites complies with established minimum wages or exceeds them



#### **Employees' right to reasonable working hours**

- Business partners provide opportunities for adequate balance between work and rejuvenation, both within one week and within one year; the special cultural circumstances of each country as well as legal regulations are given appropriate consideration.



### **Employees' right to compliance with human rights, prohibition of discrimination**

- Business partners comply with human rights and respect and protect the dignity of man.
- Unreasonable treatment of employees such as psychological or physical punishment, violence or coercion, sexual harassment, and discrimination, whether for cultural, ethnic, or other reasons, must not be tolerated, and appropriate measures must be implemented to prevent any such action



### **Prohibition of child labor, forced labor, and human trafficking**

- Our business partners do not permit child labor, forced labor, and human trafficking



### **Employees' right to occupational safety and health protection**

- Our business partners ensure occupational safety and accident prevention as fundamental elements of health protection



### **Environmental protection**

- Plays a major role in all business processes at all our business partners' sites to secure the preservation of nature and resources for future generations
- Environmental protection is applied broadly right from the product/process development stage — environmentally-friendly production and active environmental protection are fundamental elements
- Our business partners ensure that nature and resources are treated with care and that environmental and climate protection are improved continuously

## **Compliance with conduct principles**

Our business partners covenant to observe and implement the regulations defined in this Code of Conduct. Bader reserves the right to audit compliance with the conduct regulations as necessary. Failure to comply with legal statutes, recognized standards, or this Code of Conduct will be deemed a breach of contract. If any such failure to comply is not remedied within a reasonable period of time by the initiation of appropriate measures, BADER reserves the right to terminate the contract. We expect our business partners to require these minimum standards from their own supply chains as well.

Bader GmbH & Co. KG on behalf of BADER Group  
Metzgerstrasse 32–34  
D-73033 Göppingen  
Phone: +49 7161-6728 0  
Fax: +49 7161-6728-700  
info@bader-leather.com  
www.bader-leather.com

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