SWIIEB

SWIIEB Code of Conduct

This code of Conduct defines the basic requirements placed on SWIIEB suppliers of goods and services concerning their responsibility towards their stakeholders and the environment.

The supplier declares herewith:

Legal compliance

- to comply with the laws of the applicable legal systems

Respect of the basic human rights of employees

- to promote equal opportunities for and treatment of its employees irrespective of skin, color race, nationality political or religious conviction, sex or age
- to respect the personal dignity, privacy and rights of each individual
- to refuse to tolerate any unacceptable treatment of employees such as mental cruelty, sexual harassment or discrimination
- to provide a fair remuneration and to guarantee the applicable minimum wage
- to comply with maximum number of working hours, laid down in applicable laws
- to employ no workers under the age of 15 resp.14

Health and safety of employees

- to take responsibility for the health and safety of its employees
- to control hazards and take best measures against accidents and occupational diseases

Environmental protection

- to act in accordance with the applicable statutory and international standards
- to minimize environmental pollution and make continuous improvements

Supply chain

- to use reasonable efforts to promote among its suppliers compliance with this Code of conduct
- to comply with the principles of non-discrimination with regard to supplier selection and treatment
- to tolerate no form of and not to engage in any form of corruption and bribery including any payment or other form of benefit for the purpose of influencing decision making in violation of law.

Date: 2022	Author: LJ	Status: created	DOC: WI_SWIIEB_013_code of conduct	Rev: 000	Page 1 of 2

SWiiEB

Date: _____

Supplier/ID Number _____

Name: _____

Signature: _____

Stamp:

Date: 2022	Author: LJ	Status: created	D0C: WI_SWIIEB_013_code of conduct	Rev: 000	Page 2 of 2