

# ***The Brewes Supplier Code of Conduct.***

**brewes<sup>®</sup>**





## **Foreword.**

*The trust of our business partners, customers, suppliers and employees in our company is our most valuable asset.*

We always want to live up to this trust through our actions and have therefore developed a code of conduct for us, which guides us through our everyday business.

We expect our suppliers to meet the minimum requirements specified in this code of conduct and base their actions on them.





## **Compliance with laws, standards and guidelines.**

*The supplier complies with all laws relevant to it.  
The supplier commits to comply with the international  
guidelines for the protection of human and labor rights:*

- 2003 UN Convention against Corruption
- Universal Declaration of Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work (1998)
- UN Rio Declaration on Environment and Development (1992)

*National and international laws, standards and guidelines  
must also be followed for all products and services  
supplied to us.*





## **Responsibility towards the environment.**

We expect our suppliers to comply with all applicable environmental laws and environmental standards and to maintain a high level of environmental awareness. A responsible and future-oriented use of resources as well as ecological sustainability should be taken into account.

## **Health and safety protection at the workplace.**

*We expect our suppliers to consistently comply with and implement all regulations on occupational health and safety.*

In addition to complying with the applicable regulations, the supplier provides a safe and healthy working environment to ensure the safety and health of its employees and third parties.

To avoid possible hazards, the workplaces and work facilities of the supplier must be checked regularly in accordance with the applicable laws and regulations.

## **Human rights.**

*The supplier commits to comply with internationally recognized human rights.*

Brewes GmbH expects its suppliers to refrain from any form of child labor within the meaning of ILO Convention No. 138 and not to use any form of forced labor.

## **Worker's rights and working conditions.**

Our suppliers comply with nationally applicable laws and standards regarding their employees' compensation, vacation and working hours.

Any form of discrimination in the company and at the workplace must be prevented and equal opportunities and equal treatment in the corporate environment are to be promoted.





# Data protection and data safety.

Brewes GmbH expects its suppliers to take all available, suitable and justifiable technical and organizational measures to protect their data. They strictly

adhere to the requirements of the current EU-DSGVO for the protection of personal data of their employees, customers and business partners.

# Prohibition of corruption and bribery.

The supplier will not tolerate any form of corrupt behavior and will fully uphold the United Nations Convention against Corruption.

It does not grant or accept any benefits that could serve the purpose of influencing current or future business decisions or gaining an advantage in any other way.



# Free competition.

The supplier is committed to the principles of fair and unhindered competition and will comply with applicable competition and antitrust laws.

# Compliance with the Code of Conduct.

This document forms the basis of our code of conduct for suppliers.

We expect our suppliers to base their actions on the content of the Code of Conduct as a minimum requirement. The supplier unconditionally agrees to the code of conduct described above. If

the supplier violates the rules of conduct mentioned here, we reserve the right to terminate the business relationship immediately.



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Monday - Friday, 8 a.m. - 5 p.m.



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