

At pro beam (meaning pro beam and all its affiliates) we consider sustainability to be an essential component of our business processes. This requires responsible management that strives for a longterm, value-added business model. For this reason, our suppliers are an integrated part of our sustainability strategy. In all our procurement activities, we carefully take into consideration a set of economic, process-driven and technical criteria as well as essential social and ecological factors such as human rights, labor conditions, anti-corruption concerns and environmental protection.

## **The supplier hereby declares:**

### **Compliance with the law:**

To comply with the laws of the applicable jurisdiction(s).

### **Prohibition of corruption and bribery:**

Not to tolerate any form of corruption or bribery or to engage in any form of including any unlawful payment offers or similar illegal activities of any kind Grants to government officials to influence decision-making.

### **Respect for the fundamental rights of employees:**

To promote equal opportunities and equal treatment of its employees regardless of their colour of skin, race, nationality, social origin, possible disability, sexual orientation orientation, political or religious conviction, as well as their gender or age.

To respect the personal dignity, privacy and personal rights of each individual, not to employ or force anyone to work against their will.

Not to tolerate unacceptable treatment of workers, such as mental hardship, sexual and personal harassment or discrimination.

Not to tolerate behaviour (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative

To provide for adequate remuneration and to comply with the legally stipulated national to guarantee a minimum wage.

To comply with the maximum working hours laid down by law in the respective country.

To the extent permitted by law, to recognise the freedom of association of workers and neither to favour nor discriminate against members of workers, organisations or trade unions disadvantage.

### **Prohibition of child labour:**

Not to employ workers who are not at least 15 years old. At countries covered by the developing country exception in ILO Convention 138, the minimum age may be reduced to 14 years.

### **Health and safety of employees:**

To assume responsibility for health and safety towards its employees, to contain risks and to take the best possible precautionary measures against accidents and injuries to care for occupational diseases.

To provide training and ensure that all employees are aware of the importance of occupational safety are competent.

**Environmental protection:**

To protect the environment with regard to legal norms and international standards note. Minimize environmental pollution and continuously improve environmental protection.

**Supply chain:**

Appropriately promote compliance with the contents of the Code of Conduct among its suppliers;  
The principles of non-discrimination in the selection of suppliers and in dealing with  
to comply with the supplier.

Acknowledge and sign the declaration of conformity for suppliers and return it to pro-beam.

Company:

Street:

ZIP Code, City:

Country:

Date:

Name:

Function:

Signature: