

Code of Conduct for Suppliers of the BSH group¹

The following requirements concerning Corporate Social Responsibility and Compliance shall apply for all suppliers of the BSH Home Appliances GmbH and all companies of the BSH group.

Laws and regulations

The supplier is obliged to comply with the applicable laws and regulations of those countries where they conduct business.

Corruption and bribery

Every form of corruption or bribery is forbidden, this is valid for active as well as passive bribery.

Forced Labour

Forced Labour of any form is forbidden. This includes forced prison labour, bonded labour or otherwise.

Child labour

Child labour of any form is forbidden. Unless local law stipulates a higher age limit, no children of school-age or person younger than 15 (except as provided for by ILO convention No. 138) shall be employed. Workers under the age of 18 shall not perform hazardous work and may be restricted from night work with consideration given to educational needs.

Harassment

The personal dignity, privacy and personal rights of every individual have to be respected. Employees shall not be subject to corporal punishment or to physical, sexual, psychological or verbal harassment or abuse.

Compensation

Wages, including overtime or benefits, shall equal or exceed the level required by applicable laws and regulations in the suppliers companies.

Hours of work

Unless national regulations require less maximum hours of work and except under extraordinary business circumstances, employees of the supplier shall not, on a regularly scheduled basis, be required to work a standard work week of more than 48 hours per week or a total work week of more than 60 hours (including overtime). Employees shall be provided at least one day off in every seven-day period, except in extraordinary business circumstances.

Non-discrimination

All employees of the supplier, regardless of the colour of their skin, race, nationality, social background, possible disability, sexual orientation, political or religious conviction as well as their gender or age, shall be treated strictly according to their abilities and qualifications in any employment decision, including but not limited to hiring, advancement, compensation, benefits, training, layoffs and termination.

¹ These requirements are based on the principles of the Code of Conduct of the CECED (European Committee of Domestic Equipment Manufacturers).

Health and safety

The supplier is obliged to provide a safe and healthy working environment to prevent accidents and injury and, when applicable, provide safe and healthy residential facilities with applicable local law as a minimum.

A job safety management system according to OHSAS 18001 or any equal system has to be implemented.

Freedom of Association and Collective bargaining

The supplier is obliged to respect the legal right of employees to freedom of association and collective bargaining.

Environment

The supplier will comply with environmental regulations and standards applicable to their operations, and will observe environmentally conscious practices in all locations where they operate.

Environmental pollution shall be minimized and environmental protection shall be improved continuously.

An environmental management system according to ISO 14001 or any equal system has to be implemented.

Supply chain

The supplier shall oblige all his sub suppliers to recognize and respect the requirements of this Code of Conduct.