

## Code of Conduct for Suppliers of the BSH Group<sup>1</sup>

The following requirements concerning Corporate Social Responsibility and Compliance shall apply for all suppliers of the BSH Hausgeräte 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

## Kodeks ravnanja dobaviteljev skupine BSH<sup>2</sup>

Naslednje zahteve glede korporativne družbene odgovornosti in skladnosti veljajo za vse dobavitelje BSH Hausgeräte GmbH in vsa podjetja koncerna BSH.

### Zakoni in predpisi

Dobavitelj se zavezuje, da bo ravnal skladno z veljavnimi zakoni in predpisi držav, kjer posluje.

### Korupcija in podkupovanje

Vsaka oblika korupcije in podkupovanja je prepovedana, kar velja tako za aktivno kot pasivno podkupovanje.

### Prisilno delo

Kakršna koli oblika prisilnega dela je prepovedana. To vključuje prisilno delo, služenje zaradi zadolženosti in drugo.

### Otroško delo

Kakršna koli oblika otroškega dela je prepovedana. Če lokalni zakoni ne določajo višje starostne omejitve, ne sme biti zaposlen noben šoloobvezni otrok ali oseba, mlajša od 15 let (razen v primerih iz Konvencije MOD št. 138). Delavci, mlajši od 18 let, ne smejo opravljati nevarnega dela in so lahko opravičeni nočnega dela z ozirom na njihove potrebe po izobraževanju.

### Nadlegovanje

Spoštovati je treba osebno dostojanstvo, zasebnost in osebne pravice vsakega posameznika. Zaposleni ne smejo biti podvrženi telesnemu kaznovanju ali fizični, spolni, psihološki in verbalni zlorabi.

### Nadomestilo

Plače, vključno z nadurami in dodatki, ustrezajo ali presegajo stopnjo, ki jo zahtevajo veljavni zakoni in predpisi v podjetjih dobaviteljev.

### Delovni čas

Če državni predpisi zahtevajo manjše maksimalno

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

<sup>2</sup> Te zahteve temeljijo na načelih Kodeksa ravnanja Evropskega združenja proizvajalcev gospodinjskih aparatov (CECED).

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.

### **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.

število ur in razen v primeru izjemnih poslovnih okoliščin, se od dobaviteljevih zaposlenih ne sme redno zahtevati, da v standardnem delovnem tednu opravljajo več kot 48 ur dela na teden oziroma več kot 60 ur v celotnem delovnem tednu (vključno z nadurami). Zaposlenim se omogoči vsaj en prost dan na obdobje sedmih dni, razen v primeru izjemnih poslovnih okoliščin.

### **Nediskriminacija**

Z vsemi dobaviteljevimi zaposlenimi, ne glede na barvo kože, raso, nacionalnost, družbeno ozadje, možno invalidnost, spolno usmerjenost, politično ali versko prepričanje, ter spol ali starost, je treba ravnati v skladu z njihovimi zmožnostmi in usposobljenostjo pri vsaki odločitvi glede zaposlitve, vključno, a ne omejeno na zaposlovanje, napredovanje, nadomestilo, dodatke, usposabljanje, odpuščanje in prekinitvev pogodbe.

### **Zdravje in varnost**

Dobavitelj se zavezuje, da bo zagotavljal varno in zdravo delovno okolje, da bo preprečeval nesreče in poškodbe ter, kjer je primerno, zagotavljal varne in zdrave bivalne objekte, kjer se kot minimum upošteva lokalni zakon.

Izvajati je treba sistem upravljanja varnosti pri delu v skladu z OHSAS 18001 ali enakovrednim sistemom.

### **Svoboda združevanja in kolektivnega pogajanja**

Dobavitelj se obvezuje, da bo spoštoval zakonsko pravico zaposlenih do svobode združevanja in kolektivnega pogajanja.

### **Okolje**

Dobavitelj ravna v skladu z okoljskimi predpisi in standardi, ki so veljavni za njegove operacije, ter upošteva okoljsko osveščene prakse na vseh lokacijah, kjer deluje.

Onesnaževanje okolja mora biti minimalno in varstvo okolja je treba nenehno izboljševati.

Izvajati je treba sistem ravnanja z okoljem v skladu z ISO 14001 ali enakovrednim sistemom.

### **Nabavna veriga**

Dobavitelj mora od vseh poddobjaviteljev zahtevati, da se zavežejo k priznavanju in spoštovanju zahtev tega Kodeksa ravnanja.