

Code of Conduct for Dauphin Group of companies and for their suppliers and business partners with an intermediary function

Edition February 2018

This code of conduct defines the principles concerning responsibility for people and the environment. The Dauphin companies hereby declare that they will abide by the following principles and also oblige suppliers to do the same,

- › to comply with the laws of the respectively applicable legal systems;
- › not to tolerate corruption or bribery in any form or participate in it directly or indirectly in any way or offer, grant or promise government officials or counter-parties in the private sector any benefits in order to influence official acts or obtain an unfair advantage;
- › to act in accordance with national and international competition law and not to participate in price-fixing, the sharing of markets or customers, marketing agreements or collusive bidding;
- › to respect the intellectual property rights of others;
- › to avoid all conflicts of interest which may negatively influence business relations;
- › to encourage equal opportunities and equal treatment amongst its employees regardless of their skin colour, race, nationality, social background, any disability, sexual orientation, political or religious beliefs, sex or age;
- › to respect personal dignity, privacy and the personal rights of every individual;
- › not to employ anyone against their will or force them to work;
- › not to tolerate any unacceptable treatment of employees, such as physical hardship, sexual or personal abuse or discrimination;
- › not to tolerate any conduct (including gestures, language and physical contact) which is sexual, forceful, threatening, abusive or exploitative;
- › to ensure appropriate remuneration and guarantee the statutory national minimum wage;
- › to comply with the maximum working hour regulations of the respective legal system;
- › to recognise employees' freedom of association and neither favour nor discriminate against members of labour organisations or unions as far as legally admissible;
- › not to employ anyone who cannot prove that they are at least 15 years old;
- › to assume responsibility for health and safety with respect to employees;
- › to curtail risks and ensure the best-possible precautionary measures against accidents and occupational diseases;
- › to offer training courses and ensure that all employees are competent in the field of occupational safety;
- › to build up and apply an appropriate occupational health and safety management system;
- › to observe environmental protection with regard to the statutory and international standards;
- › to minimise environmental impact and continuously improve environmental protection;
- › to set up and apply an appropriate environmental management system;
- › to appropriately promote compliance with the contents of this code of conduct among suppliers;
- › to comply with the principles of non-discrimination in the choice of suppliers and in dealings with suppliers;
- › to take appropriate measures to avoid the use of raw materials in products if extraction and/or use of these raw materials may violate human rights.