



müller co-ax gmbh

Code of Conduct for müller co-ax Suppliers

We see our company as a leader in the field of valve technology.

It is therefore also our goal to demonstrate our observance and implementation of fundamental principles in terms of human rights, working standards, environmental protection and anti-corruption. Furthermore we would like to demonstrate the socially and ecologically responsible way in which the company is managed in terms of our entire value creation chain, including our suppliers.

As a result, we are requesting our suppliers to respect the minimum standards which are set out below in this Code of Conduct for Suppliers. It goes without saying that we expect these minimum standards to be applied not just by our suppliers but also by the subsidiaries and subcontractors within their fields of influence. Moreover, we anticipate that our suppliers will constantly strive to meet the standards of best business practice both internationally and in terms of their specific sector.

We assume as a matter of course that suppliers obey the laws, regulations and acts of the respective countries in which they are active.

müller co-ax expects the Code of Conduct for Suppliers to be met, in the knowledge that compliance with and implementation of the principles can be a dynamic and not a static process, dependent on the circumstances, and should encourage suppliers to continually work toward their own improvement.

On this basis, this Code of Conduct defines the principles and requirements set out by müller co-ax in relation to its suppliers of goods and services as regards their responsibility toward people and the environment.

The company reserves the right to make appropriate changes to the Code of Conduct in terms of the requirements set out below. In the case of such changes, müller co-ax anticipates that its suppliers will accept appropriate changes.

This being said, the supplier hereby declares that:

Laws/ethical principles

The supplier complies with all basic principles that apply to its company. In doing so, the supplier supports the principles of the UN Global Compact of the United Nations, the Universal Declaration of Human Rights of the UN, and the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work, in conjunction with national laws and practices.

This applies in particular to:

- **Child labour¹**

The supplier does not employ any children under 15 years of age. If national laws or regulations permit children aged between 13 and 15 years of age to carry out easy work, this must not be permitted if the minors are thereby prevented from receiving compulsory general education or training or if the employment harms their health or development.

¹ Reference: ILO Convention 138 (7)



- **Forced labour²**

The supplier does not employ any forced labourers.

- **Salary and working hours²**

The supplier complies with the relevant national laws and regulations regarding working time, wages and salaries, and employer's contributions.

- **Discrimination²**

The supplier does not commit any form of discrimination on the grounds of race, religion, disability, age, sexual orientation or gender.

Workplace safety

We trust that our business partners are striving to implement a high standard of workplace health and safety.

The supplier complies with relevant workplace and health regulations and ensures a safe working environment that is conducive to good health, in order to maintain the health of the workforce and to avoid accidents, injuries and occupational illness.

No one should be employed or forced to work against their will. Unacceptable treatment of the workforce will not be tolerated.

Inasmuch as it is permitted by law, workers' right to freedom of association must be recognised and members of workers' organisations or trade unions must not receive preferential treatment or be discriminated against.

Business continuity planning

The supplier is prepared for all types of business disruptions (e.g. natural disasters, terrorism, computer viruses, illnesses, pandemics, infectious diseases); in particular, it has contingency plans to protect both its employees and the environment, as far as possible, from the effects of any disasters that arise in the context of its operations.

Unauthorised payments/bribery

The supplier observes international standards on anti-corruption as set out in the UN Global Compact and in local anti-corruption and bribery legislation. In particular, the supplier does not and will not offer any services, gifts or benefits to müller co-ax employees that may influence the personal behaviour of the employee in terms of his or her actions in relation to the company.

Environment³

The supplier complies with all relevant environmental legislation, regulations and standards and operates an efficient system for identifying and remedying potential threats to the environment.

We trust that our business partners are committed to minimising environmental pollution and constantly improving environmental protection, as well as setting up and implementing an appropriate environmental management system.

Dialogue with business partners

The supplier will communicate the principles stated in the Code of Conduct and described in detail above to its subcontractors and such other business partners as are involved in the supply chain of müller co-ax.

² Declaration of Human Rights. Resolution 217 A (III) of 10/12/1948

³ Rio Declaration on Environment and Development



The supplier will encourage its suppliers and business partners to adopt these standards as a basis for their own business dealings.

Compliance with the Code of Conduct for Suppliers

müller co-ax reserves the right, following appropriate advance notice, to verify compliance with the requirements of the Code of Conduct for Suppliers.

müller co-ax encourages its suppliers to introduce their own mandatory guidelines on ethical behaviour.

The supplier will urge its suppliers to comply with the ethical standards, human rights, workplace safety and environmental standards on which this agreement is based, for the purposes of fulfilling their contractual duties. The supplier is responsible for its own supply chain.

Any violation of the duties set out in the Code of Conduct for Suppliers will be considered to be a material breach of contract on the part of the supplier.

Forchtenberg, July 2021

You will find more information about the Code of Conduct at [www.co-ax.com \(documents\)](http://www.co-ax.com/documents)


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