

Supplier Code of Conduct of the Franke Group

Introduction

The Franke Group is committed to complying with the law wherever it does business, to being a responsible employer and to maintaining high standards of business conduct.

The purpose of this Supplier Code of Conduct is to ensure that suppliers to the Franke Group comply with applicable laws and operate in accordance with our minimum requirements regarding employment practices, environmental protection and business integrity. The observance of this Supplier Code of Conduct will be an enforceable and enforced part of any agreement or contract between the Franke Group and its suppliers.

Minimum requirements

The Franke Group requires from all suppliers and their respective supply chain that – as a minimum standard – they all:

1. Fully comply with applicable laws.
2. Reject child labor.
3. Reject forced, bonded, prison, military or compulsory labor or any form of human trafficking.
4. Do not discriminate any employee because of gender, age, color, national origin, race, religion or any other legally protected personal characteristic.
5. Respect the rights of employees to freely associate and bargain collectively, free of any restrictions or consequences.
6. Provide their employees with safe and healthy working and, where provided, living conditions. At a minimum, potable drinking water, adequate, clean restrooms, adequate ventilation, fire exits and essential safety equipment, an emergency aid kit, access to emergency medical care, appropriately-lit work stations and protection from fire, accidents and hazardous substances must be provided.
7. Always provide its employees a “viable wage”, enabling them to satisfy the basic needs of themselves and their dependents and to provide some discretionary income. Overtime shall be compensated according to the legal requirements. Wages shall be paid in legal tender and on a regular basis. Deductions from wages shall be transparent and must never be used as a disciplinary measure.
8. Fully comply with applicable environmental laws.
9. Commit to observing international intellectual property rights.
10. Abstain from corruption of any form; no direct or indirect bribery or facilitation payments shall be made or accepted with the aim of unjustly influencing public officials, judiciary and/or any representatives of business partners including employees of the Franke Group.

Implementation and monitoring

This Supplier Code of Conduct shall be signed by all suppliers of the Franke Group. The supplier shall make the standards included in this Supplier Code of Conduct accessible to all his employees.

The supplier shall maintain appropriate records to demonstrate compliance with the requirements of this Supplier Code of Conduct and will make these available to the Franke Group upon request at any time. The Franke Group will monitor compliance of the suppliers with this Supplier Code of Conduct. The monitoring can be done through the self-evaluation questionnaire or through on-site audits. An on-site audit will be carried out whenever the Franke Group thinks this to be necessary.

Non compliance with this Supplier Code of Conduct

Any non-compliance of the supplier with the minimum requirements set forth herein is treated as a violation of substantial contractual obligations. If the supplier fails to correct this non-compliance, the Franke Group is entitled to terminate the cooperation.

Approval date

Approved by Group Management in December 2013