

Code of Conduct for MONTRATEC Suppliers

MONTRATEC is fully aware of its responsibility towards its customers and employees, and therefore adheres to established rules that are implemented and complied with in all business transactions.

For this reason, we have developed the following Code of Conduct for our suppliers, which comprise the standards that we expect to see in our business relations. The objective of this Code of Conduct is to forward the values that we pursue to all of our business relations. The objective of this Code of Contact is to forward the values that we pursue to all of our business partners, to ensure that all activities are conducted on the same ethical grounds. It is our policy to comply with all relevant laws and regulations of the various countries in which we operate, and carry out our business activities in an according honest and ethical manner.

The principles that are described in the following paragraphs set standards to ensure that working conditions in our supply chain are safe and appropriate, putting particular emphasis on respect for human rights, environmental precautions, and safety of operations. All of the principles that can be found in this Code of Conduct act in compliance with the “Universal Declarations of Human Rights” of the United Nations, as well as the “Fundamental Conventions” of the International Labor Organization. We devised this Code of Conduct following the internationally recognized concept of sustainability, striving to achieve the goal of economic growth, without harming our planet and securing an improved quality of life for future generations.

Ethics and conduct in the business environment

Corruption and bribery

It is expected that suppliers do not tolerate corruption under any circumstances. Suppliers are to ensure that their employees, subcontractors and representatives do not offer any services, benefits or grants to MONTRATEC employees to obtain improper advantages in trade or business transactions. Suppliers are expected to comply and adhere to national and international anti-corruption and bribery laws.

Invitations and gifts

It is expected that suppliers do not abuse invitations and gifts as a means of securing a form of influence. The exchange of gifts and courtesies can be acceptable under certain conditions, such as when local business customs and a low financial value allow it, but should never be perceived as necessary for business transactions.

Conflict of interest

Conflicts of interests may occur when personal interests of an employee compete with those of the company. It is expected that suppliers make business decisions based on objective criteria to prevent conflicts of interests.

Money laundering

It is expected that suppliers comply with the legal obligations concerning money laundering and do not take part in any such activities.

Intellectual property

It is expected that suppliers respect intellectual property rights. Intellectual property is a valuable asset for any business and should thus be treated appropriately and safely. The transfer of information and know-how is to be done in a manner that protects these rights.

Fair competition

It is expected that suppliers compete in a fair manner. Suppliers are to comply with the applicable antitrust laws and not enter into agreements with competitors to gain an advantageous or dominant position in the market.

Data protection

It is expected that suppliers handle data and information in an appropriate and conscientious manner. The confidential use of information should always be ensured and guaranteed in order to protect the privacy rights of the company, the employees and the customers. It is expected that suppliers comply and adhere to all relevant data protection laws and regulations.

Labor

Child labor

It is expected that suppliers prevent and prohibit any child labor in the supply chain. Business partners of MONTRATEC therefore shall consider national laws and international regulations.

Forced labor

It is expected that suppliers do not permit forced labor in their businesses and their whole supply chain. All work must be voluntary and employees should have the possibility of leaving or terminating work at any given time.

Working hours

It is expected that suppliers comply with the applicable national legislation on working time. Furthermore, it is expected that employees receive remuneration that is consistent with the applicable national law. Suppliers are to offer their employees fair remuneration that allows them and their families to enjoy an adequate standard of living.

Discrimination

It is expected that suppliers promote equal opportunities and treatment in their corporate policies. Discrimination and any other type of unequal treatment is to be prevented and prohibited. Such behavior typically refers to characteristics such as gender, age, national origin, race, sexual orientation, disabilities, religious affiliation, social origin or belief. It is thus expected that supplier employees are not harassed in any way on these grounds, but instead are able to enjoy an inclusive and diverse working environment.

Fair treatment

It is expected that suppliers treat their employees with respect and fairness. Harassment in a sexual, psychological, or physical form is to be prohibited in order to ensure a healthy and supportive working environment.

Freedom and association

It is expected that suppliers commit to an open and constructive dialogue with their employees and act in accordance with local and national laws respecting the right of employees to unite and engage in collective actions. Furthermore, it is expected that employees who engage themselves in such activities do not suffer disadvantages in any way.

Health and safety

Security

It is expected that suppliers aspire to comply with health and safety regulations to the best of their ability. Suppliers should establish adequate control and safeguarding practices to mitigate or minimize safety risks in the workplace. It is therefore expected that suppliers provide the appropriate protective clothing for their employees as well as the appropriate safety training.

Emergency preparedness

It is expected that suppliers are able to identify and assess potential emergency situations ahead of time. Consequences of such situations are to be minimized and prevented by emergency plans and policies.

Industrial hygiene

It is expected that suppliers control and evaluate employee exposure to chemical, biological and physical agents. If these risks cannot be adequately controlled by such preventative measures, employees' health may be jeopardized and threatened. It is therefore expected that the appropriate protective equipment is available in such cases.

Environment

Emissions and waste products

It is expected that suppliers comply with applicable environmental laws and standards to ensure the safety of the treatment, transport, storage and recycling of waste. Emissions and waste products can have severe effects on the environment and therefore also harm people. It is thus expected that suppliers set up environmental management systems to prevent environmental damage and improve the environmental protection in everyday operations.

Sustainability

It is expected that suppliers consciously use and conserve natural resources. Hazards and other negative effects on the environment should be minimized if not completely eliminated. Suppliers should be committed to the development and deployment of environmentally friendly products and methods. It is also expected that suppliers respect and implement the applicable environmental laws and standards.