

Ethics, social and environmental charter for suppliers of gabo Systemtechnik GmbH

This ethics, social and environmental charta defines the principles and demands of gabo Systemtechnik GmbH ("gabo") towards their suppliers of goods and services regarding their responsibility for people and environment.

gabo reserves the right to make adjustments, if this should become necessary due to changes in the compliance requirements and expects the consent of their suppliers for reasonable adjustments.

The supplier undertakes to comply with the following terms:

❖ Respect for the fundamental human rights of employees and business partners

- Personal dignity, rights and privacy of every person are respected.
- Equal opportunities for and treatment of its employees are promoted irrespective of ethnic origin. We reject any form of discrimination.
- No one is employed or forced to work against their will.
- Any unacceptable treatment of employees is refused to be tolerated, such as mental cruelty, sexual harassment or discrimination.
- Threatening, abusive or exploitative behavior or coercion through articulation, gestures or physical contact is prohibited.
- The maximum working time, the granted annual leave, as well as the remuneration is appropriate and complies with the statutory national regulations and tariffs.
- Within the legal framework, employees' freedom of association is guaranteed and members of employee organizations or trade unions are treated in the same way as non-members.

❖ Health and safety of employees

- The company takes responsibility for health and safety of its employees, reduces risks to a minimum and takes all precautionary measures to prevent accidents and occupational diseases.
- A person in charge of occupational safety must ensure and monitor compliance with the prescribed health and safety measures, including appropriate employee training.

❖ Prohibition of child labour

- The minimum age of 15 years as legally defined must be observed, whereby exceptions apply for developing countries in accordance with ILO Convention 138, which reduce the minimum age by 1 year.



❖ **Prohibition of corruption and bribery**

- Neither corruption nor bribery in any form will be tolerated or engaged in, including any unlawful offers of payment or similar contributions to decision-makers or government officials to influence their decisions.
- Supervision measures are implemented to prevent corruption and bribery.

❖ **Supply chain**

- Suppliers are required to comply with the contents of this ethical, social and environmental charter as well as the principles of non-discrimination when selecting suppliers and dealing with business partners.
- Materials and raw materials from conflict nations are generally rejected.

❖ **Environmental protection**

- The legal norms and international standards for environmental protection are observed and applied.
- The supplier has all required environmental permits, approvals and licenses.
- Environmental pollution is reduced to a minimum and environmental protection is continuously improved.
- An audited environmental management system is set up or used in accordance with the legal regulations.
- Products and services are to be aligned with low energy and resource consumption throughout their entire life cycle.

Further information can be found under the following [link](#).



By signing this ethics, social and environmental charter, the supplier agrees as follows:

1. The supplier shall comply with the principles and requirements of the ethics, social and environmental charter for gabo suppliers ("ethics, social and environmental charter") as well as with all applicable laws.
2. At gabo's request, the supplier undertakes to complete and send a written questionnaire provided by gabo once a year to check the supplier's compliance with the ethical, social and environmental charter.
3. gabo and its authorized representatives and/or a third party appointed by gabo and reasonably acceptable to the supplier, shall be entitled (but not obliged) to conduct inspections in order to verify the suppliers' compliance with the ethics, social and environmental charter. Any inspection may only be conducted upon prior written notice of gabo, during regular business hours, in accordance with the applicable data protection law and shall neither unreasonably interfere with the suppliers' business activities nor violate any of the suppliers' confidentiality agreements with third parties. The supplier shall cooperate in any inspections conducted to a reasonable extent. Each party shall bear the costs of the inspection itself.
4. Irrespective of other rights arising from a supply contract/purchase order and without liability towards the supplier, gabo is entitled to terminate any existing supply contract and/or purchase orders if the supplier (i) seriously violates the ethics, social and environmental charter or (ii) unreasonably obstructs an inspection in accordance with paragraph 3. Serious violations include, but are not limited to, incidents of child labor, corruption and bribery as well as non-compliance with environmental protection requirements in accordance with the ethics, social and environmental charter. gabo may only exercise its right of termination, if gabo has given the supplier the opportunity to remedy the violation within a period of 30 days and this period has expired unsuccessfully.

Niederwinkling, _____
[date]

_____, _____
[place] [date]

gabo Systemtechnik GmbH

[name of supplier stamp and signature]