

We confirm that we comply with the following

## CODE OF CONDUCT

as minimum standard for us and our associated companies:

**Child labour:** We do not employ children. Regarding the minimum age for admission to employment we comply with the definition of the ILO Convention 138 according to which any employment before the completion of compulsory schooling and, in any case, under the age of 15 is prohibited. According to the ILO Convention 182, young persons from 15 to 18 years of age are not employed for any work which jeopardises health, safety, mental well-being or morals.

**Forced labour and minimum standards of employment:** We neither use forced nor compulsory labour as defined by the ILO Conventions 29 and 105. Our employees are free to terminate their employment with us in accordance with the applicable labour law provisions. We neither collect "deposits" nor the identification documents (e.g. passports) of our employees. All employees receive a written employment contract which complies with the requirements of national law and the industrial standards; it must at least include the date of contract conclusion, the name of the employer and the employee, working hours, termination and payment provisions, and be signed by both contracting parties. With regard to working hours, we observe any limits stipulated by national law and the industrial standards. During the working day, we accord our employees appropriate breaks. Each employee is entitled to at least one day off per week. The remuneration and working conditions for our employees are fair and adequate and comply at least with the minimum conditions stipulated by national law and the industrial standards.

**Working conditions:** We provide our employees with a safe working environment which is not hazardous to their health. Besides obeying legal provisions and industrial standards, we also follow the common international best practice methods (GMP), which ensure utmost safety and health protection for our employees. Our employees regularly attend safety and health training in order to avoid safety and health risks at the workplace. This particularly applies to escape routes, evacuation plans, fire hazards, first aid, labelling and handling of hazardous chemicals, machines and working processes.

**Non-discrimination:** Our employees are treated equally without any distinction made on the basis of race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status, marital status, pregnancy, parenthood, trade union membership, personal restrictions, age or other aspects. We recognise the ILO Conventions 100 and 111 as minimum standards.

**Freedom of association:** We respect our employees' right to establish trade unions, to become a member thereof and to conduct collective bargaining negotiations as defined in the ILO Conventions 87 and 98. According to the ILO Convention 135, employees are not discriminated against due to their position or activity as a workers' representative nor due to their membership in a trade union or their trade union activities in the company.

**Environmental responsibility:** We are committed to our responsibility for the environment and the next generations. Therefore, we comply with all national environmental laws. We are aware of the



**Berglandmilch eGen**

**Postanschrift:** A-3361 Aschbach-Markt, Schäringer-Platz 1, Tel.: +43(0)7476 77 311 -0, Fax-DW 5112

**Firmensitz:** A-4600 Wels, Schubertstraße 30, Tel.: +43(0)7242 46996-0, Fax-DW 6111, office@berglandmilch.at, www.berglandmilch.at, UID-Nr: ATU39247604

**Haftungsart:** beschränkt, FN 116533y, Landesgericht Wels, DVR 0829757

**Banken:** Oberbank BIC: OBKLAT2L, IBAN: AT78 1500 0007 1122 5599, Raiffeisenlandesbank OÖ BIC: RZ00AT2L, IBAN: AT60 3400 0000 0010 3754

# Berglandmilch

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environmental impacts caused by our applied technologies, methods, processes and materials and are committed to minimising or preventing the negative environmental impacts of our activities.

**Corruption:** We reject and neither actively nor passively tolerate any kind of corruption such as, in particular, bribery of and "giving presents" to decision makers. We do not influence the employees of our business partners by offering favours, and we ourselves are not influenced in this sense. Employees are only allowed to accept hospitality to the customary extent and symbolic presents appropriate in the circumstances; this does in no case include money, loans, commissions or any other monetary benefits irrespective of the amount.

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Place, date, signature and company stamp of the supplier



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