Our Code of Conduct for Suppliers

KNIPEX is a future-oriented family business

Sustainability in thought and action is central to our core values and, at the same time, helps us to achieve our goal of continuing as an independent family business in the long term. In addition, it strengthens the trust of market partners, employees and the public in our company and our brand.

We strive to achieve long-term economic success, but not at any price. KNIPEX is therefore committed to value-oriented, ethically sound and legally compliant actions and behaviour. This code of conduct (hereinafter referred to as “CoC”) is consistent with our mission statement and formulates binding rules that are to be observed by all members of the company. In keeping with the goals and values that this CoC is intended to promote, all suppliers are also requested to implement these requirements in their area of business. We expect our suppliers to also take the values practised by KNIPEX into account in their respective supply chains.

We abide by rules and laws

For us, it is a matter of course that we

- always comply with applicable law, such as the German Supply Chain Due Diligence Act (LkSG) or the Dodd–Frank Act
- comply with the core labour standards of the United Nations International Labour Organization (ILO)
- pursue and optimise our own environmental goals that go beyond compliance with existing environmental protection laws

- align ourselves with the 17 sustainable development goals[1] and commit to the principles of the Global Compact
- do not tolerate any form of corruption or bribery
- do not engage in money laundering or terrorist financing
- recognise intellectual property in the form of patents, trademarks, copyrights, designs and business information

I. Requirements of our suppliers

We expect our suppliers to embrace social and environmental responsibility and to maintain ethical business practices, in particular to comply with the following principles:

1. Social responsibility

Our suppliers undertake to comply with the standards of the Business Social Compliance Initiative (BSCI), the principles of the conventions of the International Labour Organization (ILO) and, where applicable, the Supply Chain Due Diligence Act (LkSG). Our suppliers are, in particular, committed to the following values:

Exclusion of forced labour
They undertake not to use, support or tolerate forced, slave or similar forms of labour.

Prohibition of child labour
Furthermore, child labour is not used at any phase of production.

Fair pay
The suppliers' employees are paid at least the relevant statutory minimum wage.

Fair working hours
The suppliers' employees have fair working hours. They meet the requirements of the applicable working time laws.

[1] 17 Goals - United Nations - Regional Information Centre for Western Europe

Freedom of association

The suppliers' employees have the right to freedom of association, i.e. they may set up organisations of their choice, join them and conduct collective bargaining and go on strike. The suppliers respect this right.

Prohibition of discrimination

The suppliers ensure that their employees are not treated unequally without justification or discriminated against in any other form.

Health protection, safety at work

Furthermore, the suppliers ensure a safe and healthy working environment. The legal requirements concerning occupational safety are always observed.

No use of conflict raw materials

The suppliers do not offer products with raw materials the mining or extraction of which has contributed to human rights abuses, bribery, ethnic discrimination or which have had a negative impact on the environment. In particular, it is ensured that all requirements of the Dodd-Frank Act and EU Regulation 2017/821 are met.

2. Environmental responsibility

The responsible handling of natural resources and the use of environmentally friendly and energy-efficient processes is compulsory for KNIPEX and its suppliers. We expect our suppliers to prioritise waste prevention over recycling. The use of environmentally harmful raw materials, substances and manufacturing processes is to be avoided as far as possible in the context of an overall assessment. In particular, the use of mercury and other harmful substances is to be avoided in accordance with the Stockholm Convention on Persistent Organic Pollutants (POPs) and the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes.

3. Ethical business behaviour

Our suppliers are committed to ethical business practices in accordance with the OECD Guidelines.

Fair competition

This means that our suppliers fully comply with all relevant antitrust and competition laws. Anti-competitive agreements with suppliers, customers and other business partners are not tolerated.

Confidentiality/data protection

When collecting, storing, processing or transmitting personal data of business partners, employees or other third parties, the suppliers ensure that this is carried out strictly in accordance with the applicable laws. In so doing, the suppliers undertake to exercise the utmost care, security and confidentiality.

Intellectual property

Furthermore, the suppliers recognise the intellectual property of third parties in the form of patents, trademarks, copyrights, designs and business information.

Integrity/bribery, acceptance of benefits

The supplier refrains from any form of corruption or bribery and does not engage in any money laundering or terrorist financing activities.

Conflicts of interest

Our suppliers avoid any kind of conflict of interest and any situations which could suggest a conflict of interest in their business dealings with KNIPEX. If a conflict of interest between the supplier and KNIPEX is suspected, KNIPEX is to be consulted.

II. Implementation of the requirements

In case of justified doubts concerning the fulfilment of the above-mentioned obligations, for the reporting of violations and to stop any potentially inadmissible activities, suppliers or their employees should contact the KNIPEX ombudsman. For further information, see:

Whistleblowing system and ombudsman service | KNIPEX

III. Acknowledgement and consent

The suppliers take note of this CoC and declare their willingness to comply with the principles set out in the CoC. Subcontractors of the suppliers are also to be committed to compliance with these values.

Date	Name (block letters)	Signature