

C&S Nachhaltigkeitskonzept			
Title	Sustainability requirements for our suppliers and service providers		
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# Sustainability requirements

## for our suppliers and service providers

In our sustainability policy, we present our position on the social, environmental and economic aspects of sustainability.

Part of this sustainability policy are the sustainability requirements for our suppliers and for service provider with which we work. In this way, we pursue the goal of promoting sustainability in the supply chains.

## 1 Code of Conduct and Business Ethics

We expect our suppliers and service providers to act ethically and honestly. At least the following aspects must be fulfilled:

- a. Rejection of corruption, extortion and bribery
- b. Compliance with all legal rules, regulations and obligations applicable to them
- c. Compliance with national obligations for companies
- d. Fairness in competition
- e. Decisions are made based on objective considerations and are not guided by self-interest. Information is provided about any conflicts of interest that arise.
- f. Protection of data and information, in particular business secrets and personal data.

## 2 Working Conditions and Human Rights

We expect our suppliers and service providers to comply with at least the following aspects on working conditions and human rights:

- a. Protection and compliance with international human rights
- b. Freedom of association for their employees
- c. Payment of fair wages
- d. Provision of social benefits
- e. Clear and fair regulations on working hours
- f. Clear statement against discrimination and harassment
- g. Observance of and compliance with the special rights of underage employees
- h. Prohibition of child labor
- i. Prohibition of slavery, forced labor and human trafficking

### 3 Occupational health and safety

We expect our suppliers and service providers to comply with at least the following occupational health and safety aspects:

- a. Providing a healthy and safe working environment.
- b. Avoidance or minimization of risks to health and safety
- c. Emergency preparedness
- d. Management of accidents and incidents
- e. Ergonomics in the workplace
- f. Fire protection

### 4 Environmental Protection

We expect our suppliers and service providers to comply with or consider at least the following environmental protection aspects:

- a. Energy efficiency and renewable energies
- b. Avoidance or minimization of greenhouse gas emissions.
- c. Careful use of natural resources
- d. Avoidance of waste
- e. A sense of responsibility in handling chemicals

### 5 Sustainability Policy

We expect our suppliers and service providers to pass on the requirements of this sustainability policy to their suppliers and service providers.

If you have any questions about this sustainability policy for suppliers and service providers, please contact:

C&S group GmbH

- Quality Management -

E-Mail: [QMVerteiler@cs-group.de](mailto:QMVerteiler@cs-group.de)

Telephone: +49 5331 90 555 0