



ISO 9001:2015 <b>D4-03-EN</b>	<b>Dokument</b>	
Revision: 0.6	<b>AXMANN sustainability standard for Suppliers</b> [Englisch [EN]]	Letzte Änderung: 23.09.2024

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## 1 Foreword

This Code of Conduct defines the requirements of Axmann Fördersysteme GmbH (hereinafter referred to as “Axmann”) for its Suppliers in respect of compliance with the following principles. The stated minimum requirements constitute Axmann’s fundamental values and apply to all Suppliers and their subsidiaries. Business relations with the Supplier are conditional on the Supplier accepting that the binding force of the Code of Conduct applies the Supplier, and guaranteeing implementation of the Code of Conduct.

## 2 Social responsibility

### 2.1 Prohibition of child labour

Axmann Fördersysteme GmbH does not tolerate any form of child labour. The Supplier must ensure that child labour is prevented in its own business area and at its own Suppliers, and undertakes to comply with the following requirements:

- Prohibition of the worst forms of child labour (ILO 182).
- The minimum age for taking up employment corresponds to the requirements of the national law in place at the Supplier’s location, and is at least 15 years (ILO 138).
- Persons under the age of 18 are minors and are, therefore, in need of protection (ILO 182). They must not perform work which, by its nature or the circumstances in which it is performed, would jeopardise their safety, health or morals, e.g. by way of overtime or night shifts (ILO 138).

### 2.2 Prohibition of forced labour and slavery

Axmann Fördersysteme GmbH does not tolerate any form of forced or compulsory labour. The Supplier must ensure that neither forced labour nor other forms of modern slavery within the meaning of servitude and forced labour or human trafficking are tolerated.

### 2.3 Respect for women’s rights

The Supplier shall ensure that women are not discriminated against on the basis of their gender. There shall be no discrimination, disadvantage or assessment based on gender in relation to position, opportunities for advancement and development, working conditions or income.


Similarly, management positions shall be filled by women as soon as they are professionally qualified. Separate sanitary facilities and changing rooms shall be available for women. The Supplier shall prevent any form of sexual harassment at the workplace.

### 2.4 Anti-corruption, acceptance of benefits, competition law

The Supplier assures that it has not offered, promised or granted, or shall not offer, promise or grant, directly or indirectly, any unlawful payments, benefits, gifts or other pecuniary advantages, in particular, to members of government or political parties or other private or public officials or decision-makers, other business partners, employees of business partners or persons otherwise associated with business partners, and that it has not exercised or shall not exercise any other unlawful influence on their decision-making in the future.

The Supplier itself has neither demanded, allowed itself to be promised nor accepted any unlawful benefits from third parties, and shall not do so in the future.

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The Supplier further assures that it has not provided or shall not provide any unlawful benefits, either directly or indirectly, to Axmann executives, employees or representatives or to family members, friends or similar partners of Axmann executives, employees or representatives.

Furthermore, the Supplier assures that it has refrained and shall refrain in the future from entering into agreements that violate antitrust law, such as unauthorised price, territorial, market allocation and submission agreements, in the case of and in conjunction with the rendering of services for Axmann, and that it has complied with and shall continue to comply with the provisions of the applicable antitrust law.

The Supplier further assures that for its part no personal, business or legal conflicts of interest apply in the case of and in conjunction with the rendering of services for Axmann.

## 2.5 Freedom of association and assembly

The Supplier respects its employees' right to freedom of association and collective bargaining, as well as the right to form interest groups. The Supplier grants its employees the right to protect their interests based on national legislation.

## 2.6 Diversity, equality and inclusion

The Supplier ensures equal opportunities for all employees and does not tolerate any kind of discrimination based on ethnic origin, national and social origin, gender, religion or belief, political opinion, disability, age, gender identity or membership of an employee organisation or for any other reason.

Medical tests or physical examinations of an employee or potential employee for the purpose of discrimination are not permitted in any situation.

If necessary, the Supplier shall make reasonable provisions in relation to religious practices.

## 2.7 Right to health and safety at work (occupational health and safety)

The Supplier must comply with all national and international standards and laws on occupational health and safety (in particular occupational safety, health protection and working hours) that are in place at the company location. The Supplier shall comply with all safety-related provisions and instructions while in attendance at an Axmann premises.

The Supplier is responsible for the health and safety of its employees, shall guarantee a safe working environment and minimise physical and chemical hazards by way of proper design, engineering and administrative controls.

At the request of Axmann Fördersysteme GmbH, the Supplier undertakes to furnish proof of an occupational health and safety guideline.

## 2.8 Right to appropriate remuneration

The Supplier shall comply with employment law provisions in respect of appropriate remuneration, where applicable at least the statutory minimum wage.

## 2.9 Human rights and respect


The Supplier is committed to respecting human rights and shall treat its employees with respect. The Supplier treats all employees equally and prohibits discrimination.

The Supplier shall comply with employment law provisions such as the maximum working hours specified by law.

## 2.10 Data protection and data security

Data and our assets are to be protected!

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The Supplier is to ensure the protection of its assets and handle them with care. The Supplier respects data protection and shall handle personal data carefully and confidentially during collection, storage, forwarding and further processing.

## 2.11 Plagiarism and intellectual property

The Supplier is to ensure the protection of intellectual property and support the obligation to combat product piracy by civil law means, in particular those of civil procedure law.

Counterfeit products may neither be brought into circulation nor purchased. Stealing the intellectual property of others is strictly prohibited. Any variations in relation to Axmann are to be reported.

## 2.12 Financial responsibility - transparency and integrity of financial results

The Supplier is transparent in respect of presenting its financial results, and complies with all legal requirements. Furthermore, the Supplier puts applicable laws and regulations into practice at all times to bear financial responsibility.

The Supplier ensures that the 4-eyes principle is in place as a control instrument in its financial processes.

## 2.13 Export controls and economic sanctions

The Supplier shall comply with specified export controls and customs laws, as well as existing economic sanctions.

# 3 Ecological responsibility

## 3.1 Environmental protection

The Supplier respects all environmental protection laws and standards, and shall ensure compliance with recognised standards in this respect.

In addition, the Supplier undertakes to operate an efficient system to identify and eliminate potential environmental hazards.

This system comprises the following measures


- Determining and minimising negative effects on the environment.
- Protecting humans, animals and plants by preventing environmentally hazardous and/or harmful emissions.
- Protecting the atmosphere by preventing air pollution from harmful and/or greenhouse gases and by maintaining air quality.
- Protecting the soil by preventing the occurrence of harmful soil changes and limiting the use of land.
- Protecting water by preventing sustainably harmful changes to water, treating all wastewater and using this resource sparingly.
- Promoting the use of renewable energies and energy efficiency.
- The reduction of hazardous waste and the correct and safe disposal of waste.

## 3.2 Decarbonisation

We expect Suppliers to establish transparency in respect of their own emissions and those of upstream supply chains (e.g. via Lifecycle Assessments (LCA)), and set reduction targets including their supply chain.

The Supplier undertakes to adopt binding measures to reduce its direct and indirect CO2 emissions (including its upstream value chain) as part of awarding contracts. These include, for example, the use of green electricity and the use of secondary or biomaterials.

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Axmann addresses such transparency in Supplier audits.

### 3.3 Handling hazardous substances and waste

Axmann Fördersysteme GmbH expects its suppliers not only to ensure the delivery of parts but also to take into account the necessary safety aspects in respect of environmental and health protection.

The Supplier must label hazardous substances in accordance with the applicable regulations, and ensure that they are handled, transported and stored safely. Similarly, the Supplier must ensure that they are properly reused, recycled or disposed of.

We also expect the Supplier to inform itself about future legislation that it is subject to , and prepare for its timely implementation.

### 3.4 Noise emission

Axmann Fördersysteme GmbH expects its Suppliers to design their production in such a way that limiting values are not exceeded.

## 4 Legal requirements and responsibility

The Supplier shall comply with the laws and requirements that it is subject to both at national and international level.

## 5 Consequences of violating the Code of Conduct

The Supplier is aware that Axmann disapproves of all legal violations in the case of and in conjunction with the rendering of services for Axmann, and reserves the right to legal consequences in the event that knowledge is gained of violations of the assurances and obligations listed above. In such a case, Axmann shall be entitled, in particular, to terminate all contractual relationships with the Supplier immediately and reclaim any commissions paid or discounts granted for activities in breach of duty. In addition, Axmann expressly reserves the right to assert any claims for damages against the Supplier.

<b>Name, First name</b> <i>(Supplier):</i>	<input type="text" value="Click here to enter text."/>	<b>Signature:</b>	
<b>Position:</b>	<input type="text" value="Click here to enter text."/>	<b>Date:</b>	<input type="text" value="Click here to enter text."/>