

# HESS-Directive

<b>Abbreviation:</b>	<b>HR-GF-012</b>
<b>Description:</b>	Code of conduct for suppliers
<b>Scope of application:</b>	All departments of Karl Hess GmbH & Co. KG
<b>Responsibility:</b>	General management and responsible executives

## Processes / Content

This code of conduct for suppliers summarizes all standards serving as clear conduct guideline for our suppliers.

The corner stones of this code of conduct are: respect, tolerance, honesty, openness, integrity towards our business partners as well as the willingness to accept entrepreneurial and social responsibility.

**Preamble:**

This code of conduct aims to achieve the compliance with certain social and environmental standards. When establishing and forming our business relations, we look for meeting these minimum standards. These standards are based on ILO conventions (International Labour Organisation), United Nations conventions, the principles of UN Global Compact as well as on the relevant nationally applicable laws at the head office of the supplier. In case of differing regulations, the stricter regulation shall apply. As a prerequisite of each business relation, the supplier ensures that the following conditions of the code of conduct for suppliers will be met by him as well as by his own supply chain:

**Human rights:**

Cultural, social and political variety of all nations and societies are to be considered and respected. The compliance with internationally applicable human rights must be ensured.

**Prohibition of discrimination:**

Each discrimination due to personal characteristics or convictions is to be countered.

Revision	Issued by	Dated	Description of amendment
001		02.12.2013	First edition
Verified:		15.03.2016	
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**Health and safety:**

Workplaces and procedures must be provided in such a way that they do not endanger health or safety of the employees. The relevant nationally applicable laws and guidelines must be observed.

**Prohibition of child labour:**

Child labour is prohibited! The minimum age of employees shall not be less than compulsory schooling. The rights of young employees and workers must be protected.

**Prohibition of forced labour:**

All kinds of forced labour and slavery, physical punishment or physical or mental duress are prohibited.

**Prohibition of corruption:**

The private interests of employees and the interests of the company in business and in dealing with government agencies must strictly be separated. Actions and purchase decisions shall be carried out regardless of irrelevant reflections and personal interests. The relevant applicable corruption criminal law must be met.

**Environmental responsibility:**

Legal prescriptions regarding environmental protection must be fulfilled. By precautionary action and application of environment-friendly measures, the responsibility for the protection of human and environment is to be ensured. Environmental consciousness is to be promoted. The usage of resources, reduction of emissions and organisation of waste disposal must continuously be improved.

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