

## Code of ethics for suppliers

Ganter Interior GmbH and all her subsidiaries wanted long-lasting business relations and a cooperative relationship with their suppliers. The association to them is embossed by fairness, directness and trust. This should contribute to high quality-standards of products and services.

In fact of this Ganter Interior GmbH and all her subsidiaries insist from all business partners, that they keep the following ethical trading conditions in their companies.

### 1. Labor practices – general principle

It is expected, that suppliers introduce and apply to fair and ethical work practices. This includes the Universal Declaration of Human Rights of the United Nations as well as all international treaties and agreements of the International Labor Organization (ILO).

### 2. Salary and labor time

In reference to minimal wages, labor time and benefits, the supplier has to execute all local laws. If subcontractors are appointed, the supplier has to ensure, that his subcontractor fulfills towards his employees all legal requirements concerning minimum wages, working hours and social benefits in context of order fulfillment. Work overtime by the employees must be voluntary. The extra work must be fully compensate for normal or preferred rates according to local legal requirements. In certain situations it can be demand that employees work more hours than usual. Certainly an appropriate balance must be created. Furthermore the supplier has to ensure safe and human working conditions.

### 3. Prohibition of forced labor

The use of forced labor – compulsory labor, debt bondage, prison labor or others – by the supplier is not permitted. Forced labor means any kind of labor or work performance, which is provided for non-compliance with punishment or for which general working conditions are not voluntary.

### 4. Prohibition of child labor

It is assumed that the supplier will not employ persons under the age of 15 years. In reference to these young workers (15-18 years) all effective legal requirements for the location must be met. The supplier has to pay particular attention on working hours, wages, general working conditions, health and safety.

### 5. Establishment and conservation of healthy and safe working conditions

The supplier has to offer a safe and healthy working environment to his employees in accordance to local law and any special requirements within the industry, in which the supplier is active. The prevention of accidents and impairments of health caused by work activities is ensured through appropriate measures.

### 6. Responsible environmental management

Suppliers are encouraged to reduce the consumption of non-renewable energy by appropriate measures. Incidental production waste should be disposed according to applicable local law and industry regulations. Where possible the supplier has to use recyclable materials.

### 7. Prohibition of disciplinary punishment

The suppliers prohibit the exercise of any kind of mental or physical abuse, coercion or intimidation. They advocate that no person achieves harassment, physical punishment and/or threat of violence. Furthermore they prohibit the imposition of fines.

**8. Prohibition of discrimination**

The supplier undertake, that no person is discriminated within the borders of their labor conditions due to their employment, wages, discipline, promotion, termination or retirement in fact of their skin color, religion, race, nationality, disability, political affiliation, sexual orientation, sex or age.

**9. Freedom of association**

It must be allowed to employees of suppliers to join peaceful labor unions, which are conformable to law. If the case is given, that this freedom is restricted by local law, the supplier is called to offer his employees other opportunities for independent and free assembly.

**10. Breach of the ethical conditions and retributions**

The ethical principles listed above are with her handover part of the manufacturing contract between the supplier and Ganter Interior GmbH or one of her subsidiaries.

If these principles are breached by the supplier or one of his subcontractors, Ganter Interior GmbH and her subsidiaries reserve the right to terminate the business relation.