

It is a matter of great importance to BWPARTS GmbH to maintain a fair and transparent partnership with its business partners. This also includes adherence to laws and ordinances, social responsibility vis-à-vis our employees as well as our handling of resources to protect the environment.

We also demand that our Business Partner network fulfils these requirements. For this reason, the following points are a basic prerequisite for our business relationships and must be practised and actively implemented by our Business Partners without restrictions.

In addition to our own efforts, this mode of action is demanded by our joint customers and should also be inherent in the social responsibility interests of every company. BWPARTS GmbH reserves the right to take appropriate measures in the event of infringements.

» Scope of Application

This Code of Conduct applies to all Business Partners and service providers together with their sub-contractors who work for us.

» Adherence to Laws and Social Norms

The Business Partner shall adhere to the applicable laws and ordinances of the legal systems that apply in each case. It shall also respect national conventions and customs, traditions and other social norms.

» Prohibition of Corruption, Bribery and blackmail

The Business Partner shall not tolerate any form of corruption, bribery or blackmail and shall ensure that its employees do not offer, promise or grant any advantages to BWPARTS GmbH employees or third parties affiliated to them with the aim of obtaining an order or another privilege in the business relationship.

» Prevention of Conflicts of Interest

The Business Partner shall make decisions exclusively based on objective criteria. Conflicts of interest with private concerns or business interests elsewhere or other activities also carried out by members of the company or otherwise affiliated persons or organisations are avoided from the outset.

» Fair Competition

The Business Partner shall deal fairly with competitors and shall observe the applicable antitrust laws. Involvement in agreements with competitors that contravene antitrust laws as well as the abuse of a dominant market position is forbidden.

» Observance of the Basic Rights of Employees

The Business Partner shall observe and respect international human rights and shall not infringe them.

The Business Partner shall respect the personal dignity, privacy and rights of every individual.

The employment relationships at the Business Partner are based on the voluntary consent of the employees and were not concluded under duress.

The Business Partner shall respect equal opportunities and equal treatment of its employees and promote these values. Any form of harassment or discrimination on the grounds of skin colour, race, nationality, social background, possible disability, sexual orientation, political and religious persuasion as well as on the basis of an individual's gender and age is forbidden and will not be tolerated.

The Business Partner shall adhere to the minimum standards defined in the laws and/or international working standards, in particular with regard to the freedom of association, the prohibition of forced labour, the appropriateness and equality of pay (minimum wages), adherence to working hours, protection from discrimination, adherence to the minimum age for admission to employment and the prohibition of child labour.

» Fair working conditions and human rights

Children's rights:

The business partner is against any art of child labor and respects the rights of children and young workers.

The business partner shall comply with all applicable laws, statutes, ordinances and regulations regarding of Minimum age for employment and work.

Wages and benefits:

The remuneration (wages and salaries) as well as social benefits of the business partner at least comply with international, national and regional legal requirements or correspond to agreements.

Working time:

The business is responsible for complying with all government regulations related to working time and vacation.

Forced labor:

Any form of forced or compulsory labor and human trafficking, are not accepted from BWPARTS GmbH.

Freedom of Association:

Employees of the business partner who correspond to the management of different department heads openly about working conditions, without prejudice to reprisals, intimidation or harassment. The same is the workforce who can be freely composed in the law with the applicable legal provisions of the country.

» Respect for the Health and Safety of Employees

The Business Partner shall ensure it provides a safe working environment that is conducive to the good health of its employees this includes adequate lighting and ventilation, appropriate room temperatures and sanitary and social facilities. In this context, the Business Partner shall observe the applicable occupational health and safety provisions and shall ensure accidents at work, injuries as well as work-related illnesses are prevented by taking the appropriate precautionary measures. By providing regular briefings, the Business Partner shall ensure that the appropriate expert knowledge is conveyed to its employees. The Business Partner must practice effective and responsible hazardous substance management when using hazardous substances.

"Observance of the rules and obligations for the protection of whistleblowers

The Business Partner shall comply with the EU Directive on the protection of persons reporting violations of EU law (so-called "Whistleblower Guideline").

» Adherence to Data Protection, Confidentiality

The Business Partner shall observe all relevant laws for protecting personal data. The Business Partner shall also ensure that trade and business secrets are preserved and shall only pass on confidential information after first obtaining the express written approval of BWPARTS GmbH.

» Adherence to Resource-/Environmental Protection

The Business Partner shall observe the statutory and international standards governing energy-/environmental protection. Environmental damage must be minimised and corporate energy-/environmental protection must be improved on an ongoing basis. By providing regular briefings, the Business Partner shall ensure that its employees understand and comply with the concept of sustainable behaviour. The Business Partner is expected to use natural resources (e. g. water and raw materials) sparingly. The Business Partner shall be committed to the development and use of climate-friendly products and processes to reduce energy consumption and emissions. The Business Partner shall also develop and effectively implement waste avoidance measures. The production and use of chemicals must not have significant negative effects on human health and the environment.

» Application to the Supply Chain

The Business Partner shall ensure that its subcontractors also adhere to this Code of Conduct and that it is not infringed. The Code of Conduct should already be taken into account when Business Partners are selected. Detected infringements or the suspicion of them must be reported to the Board of Management of BWPARTS GmbH.