

This Code of Conduct is based on the conventions of the International Labour Organization (ILO), the UN Declaration of Human Rights, the UN Conventions on the Rights of the Child and on the Elimination of All Forms of Discrimination against Women, the OECD Guidelines for Multinational Enterprises and other internationally recognized conventions.

The company INTRONYX GmbH + Co. KG commits itself towards its customers to adhere to a code of conduct and/or company-own standards. With this Code of Conduct, minimum standards are created, the observance of which we also demand from our suppliers. If INTRONYX GmbH + Co. KG is obliged to comply with a specific Code of Conduct or company-own standards vis-à-vis its customers, or if such a Code of Conduct is expected to be passed on into the supply chain of companies of INTRONYX GmbH + Co. KG, the supplier hereby gives his consent to commit himself in the same way vis-à-vis INTRONYX GmbH + Co. KG in this respect.

The declared goal is the joint and sustainable implementation of the principles not conclusively listed and demanded in this Code of Conduct in order to achieve added value for all parties involved.

Within his sphere of influence, the supplier undertakes to recognize the regulations laid down in this Code of Conduct as minimum standards and to take appropriate measures in his corporate policy to implement and comply with them. Supplier companies must ensure that this Code of Conduct is also observed by the subcontractors involved in the production processes.

In any case, the supplier assures the contractual partner in particular of the following

1. To comply with the laws of the applicable legal system and to prevent and not tolerate corruption in any form
2. Not to demand, accept or give bribes
3. To allow gifts (including hospitality and invitations) and similar benefits only in accordance with applicable laws and generally accepted business practices and on a scale consistent with the law;
4. To pay remuneration exclusively for legal services
5. To tie cash flows and orders to third parties to legitimate business transactions and to book them, whereby the resulting services must be demonstrably in line with these transactions
6. To guarantee the following rights in particular to its employees:
 - a. to respect equality, non-discrimination and equal opportunities in the course of the employment relationship
 - b. to ensure adequate remuneration
 - c. Freedom of association to the extent permitted by law or the right to represent interests and not to favour or discriminate against members of workers' organizations.
7. Not to permit or tolerate child and/or forced labour in the course of the provision of his services and production of goods
8. To respect human rights (in accordance with the EU Charter of Fundamental Rights), in particular
 - Right to life, physical integrity, liberty and security
 - Right to a fair trial
 - Right to respect for private and family life
 - Freedom of expression
 - Right to property
 - Freedom of thought, conscience and religion.
 - Fair and reasonable working conditions
9. To require its suppliers to comply with these points and to pass on these principles into its own supply chain, irrespective of other obligations.

SIGNATURE SUPPLIER