



MAURER & WIRTZ  
HOUSE OF PERFUMES

## Supplier Code of Conduct

This Supplier Code of Conduct includes standards that are to serve as a clear guideline for the conduct of each of our suppliers.

The cornerstones of this Code of Conduct are respect, tolerance, honesty, frankness and integrity towards business partners as well as the willingness to accept entrepreneurial and social responsibility.

### **Preamble:**

It is the object of this Code of Conduct to achieve compliance with certain social and environmental standards. When developing its business relationships, MAURER & WIRTZ GmbH & Co. KG sets great store by compliance of these minimum standards.

The standards are based on the ILO conventions (International Labor Organization), the UN conventions, the principles of the UN Global Compact as well as on the respective national laws at the supplier's place of business. If provisions differ, the stricter ones shall be applied.

As a prerequisite for each business relationship, the supplier shall make sure that the following terms and conditions of the Supplier Code of Conduct are complied with by himself and by his subcontractors:

### **Human rights**

The supplier shall observe and respect the cultural, social and political diversity of all nations and societies and shall emphatically support protection of the international human rights.

### **Ban on discrimination**

The supplier shall discourage any discrimination on the grounds of personal characteristics or convictions.

### **Right to freedom of coalition**

The supplier shall in no way restrict the employees' basic right to freedom of coalition as well as their right to collective bargaining and compliance with existing agreements as well as the establishment of, and membership in, labour organisations within the framework of national laws, rules and regulations.

### **Wages**

The employees' wages shall be equivalent to, or higher than, the minimum wages provided for by law. Deductions from such wages as a measure of punishment are prohibited.

### **Working hours**

Applicable national laws and industrial standards relating to the working hours shall be complied with. Irrespective of the national legislation, the employees' regular maximum working time shall be 48 hours per week. Any working hours in excess thereof shall be voluntary and shall be remunerated. The weekly working hours, including overtime hours, shall not exceed 60 hours. The employees are entitled to one day off per week.



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**Health and safety**

The workplace and the workflow shall be so designed as not to pose a hazard to the employees' health and safety. The supplier shall make sure that the respective applicable national standards are complied with and shall endeavour to continuously improve the working conditions.

**Ban on child labour**

Child labour is prohibited. The minimum age for employment shall not be less than the age of completion of compulsory schooling. The basis shall be the provisions of the United Nations as well as the respective national legislation.

In particular, it is prohibited to exploit children through conditions of employment that are similar to slavery or that may damage the children's health.

The rights of juvenile employees shall be protected.

**Ban on forced labour**

All forms of forced labour and slavery, corporal punishment or physical or mental coercion are prohibited.

**Ban on corruption**

The supplier shall strictly separate from each other the private interests of employees and the company's interests within the framework of its business operations and its relationship with government institutions. Actions and (buying) decisions shall be taken free of irrelevant considerations and personal interests. The respective criminal law on corruption shall be adhered to.

**Responsibility for the environment**

Legal requirements covering the protection of the environment shall be met. The supplier shall support responsible environment-related acts of his employees.

**Consequences in case of a violation of the aforementioned rules**

Each violation of this Supplier Code of Conduct may lead to the immediate termination of the business relationship. Furthermore, MÄURER & WIRTZ GmbH & Co. KG, in case of such a violation, reserves the right to terminate the contractual relationship on exceptional grounds. The supplier shall, without delay, inform MÄURER & WIRTZ GmbH & Co. KG of any violations of the above rules on the part of his subcontractors.

**Monitoring**

MÄURER & WIRTZ GmbH & Co. KG reserves the right to monitor suppliers at any time in order to check whether the Code of Conduct is complied with.