

What we stand for – Supplier Code

ista, a globally active company, is committed to ethical, legally compliant and socially responsible corporate governance. We continually strive to optimise the sustainability of our corporate actions, and, if possible, to implement them together with our suppliers.

ista pledges to adhere to the principles listed in this Supplier Code and also expects its suppliers and their employees throughout the world to adhere to it. Suppliers are responsible for monitoring and supporting compliance with the outlined requirements in their own supply chain to the best of their abilities.

ista's supplier code is based on the following conventions and standards:

- The Global Compact of the United Nations (UN)
- The Organization for Economic Cooperation and Development (OECD)
- The International Labour Organization (ILO)
- UK Modern Slavery Act

The code comprises the following principles:

General Principles

Comply with the Law

Suppliers shall comply with the national and transnational laws as well as international treaties.

Develop Safe Products

The suppliers' products shall not endanger human beings or the environment. The products shall comply with the mandated product safety standards. Suppliers shall give information about the safe use of their products.

No Corruption or Bribery

Suppliers shall refrain from any kind of corruption or bribery attempts when dealing with ista employees and their business partners.

Facilitate Fair Competition

All of the suppliers' business activities are subject to the rules of fair competition. Suppliers shall comply with the anti-trust laws and the laws against unfair competition.

Protect Intellectual Property

Suppliers shall protect the intellectual property of third parties.

Human Rights

No Child Labour

Suppliers shall not employ any individuals under the age of 15. In countries with a less developed economy and educational system, the minimum age shall be 14 years. Dangerous activities shall only be undertaken by employees over the age of 18. (ILO-Convention 138)

No Forced Labour

Forced labour or compulsory labour are not allowed. Suppliers may not make employment subject to the surrender of the employee's passport or work permit. (ILO-Convention 29)

No Discrimination

Employees shall not be discriminated against in terms of their employment status or remuneration on the basis of their sex, age, ethnic or national origin, religion, sexual identity, union membership or disability. (ILO-Conventions 100, 111)

No Disciplinary Punishments

Suppliers shall not subject their employees to any kind of physical or mental punishment. This particularly applies if employees, in good faith, report corporate practices that violate national, international, or internal regulations.

Working Conditions

Create a Safe and Healthy Workplace

All occupational safety and health provisions must be adhered to within the context of the national regulations. Suppliers must provide their employees with occupational safety guidelines to minimise the number of accidents and occupational diseases. (ILO-Convention 155)

Guarantee Appropriate Compensation

Suppliers shall pay their employees appropriately and comply with the agreed minimum wages.
(ILO-Convention 26)

Comply with Hours of Work

The suppliers warrant that the respective national legal and agreed-upon maximum hours of work are not exceeded.

Protect the Right to Collective Bargaining Negotiations and Freedom of Association

Employees are entitled to collective bargaining negotiations and to organise themselves in unions.
(ILO-Conventions 87, 98)

Environmental Protection

Careful Resource Management

Suppliers shall strive to minimise the consumption of raw materials in every business activity. Suppliers shall, in particular, use energy and water in an economical manner.

Avoid and Reduce Environmental Pollution

Suppliers shall strive to reduce emissions to a minimum as much as feasible.

Avoid Dangerous Substances

If possible, substances presenting a danger to humans and the environment should be avoided. Suppliers shall introduce a dangerous substance management system that guarantees safe use and transport as well as safe storage, reprocessing, reuse, and disposal.

Develop Environmentally Friendly Products

When developing products and services, suppliers shall ensure that these are energy efficient and do not require a large amount of natural resources. The products should be suitable for reuse, safe disposal, or recycling.

Operate Management Systems

Suppliers shall introduce management systems that guarantee compliance with the principles listed here and shall certify them in accordance with recognised standards. ista prefers suppliers that actively maintain a quality management system as per ISO 9001, and environmental management system as per ISO 14001, an energy management system as per ISO 50001 and OHSAS 18001 for occupational safety or equivalent systems.

Implementation

Monitoring

If so requested by ista, suppliers shall provide all information necessary for an initial assessment in a correct and comprehensive manner within the context of a self-assessment. Suppliers shall also provide all other information that proves compliance with the Code. ista shall monitor implementation of this Code within the context of its supplier audits. Suppliers shall inform ista about any events that conflict with the principles of the Code.

Compliance

ista reserves the right to demand corrective measures in the event of non-compliance with the Code and, when indicated, terminate the cooperation.

ista International GmbH

Luxemburger Straße 1 ■ 45131 Essen
Tel.: +49 201 459-02 ■ Fax: +49 201 459-3630
info@ista.com ■ www.ista.com