

# CSR / sustainability requirements for suppliers

Our sustainability guidelines for sustainable procurement and the Code of Conduct serve as a guide for economic, ecological, social, and governance-related actions when selecting suppliers. The economic, environmental, social and governance (ESG) criteria set out in our guideline reflect our commitment to the corporate responsibility of our suppliers. In this way, we actively influence the sustainable orientation of suppliers through our purchasing decisions and support and promote the transition to a sustainable economy.

## This is what we stand for

- We act responsibly, resource-friendly with a long-term view.
- We maintain a partnership with our contractual partners.
- We respect applicable law.
- We act in accordance with the principles of the UN Global Compact and the ILO core labor standards:
  - We respect and support the protection of human rights in accordance with the United Nations Universal Declaration of Human Rights.
  - We uphold the right to freedom of association and collective bargaining.
  - We support the elimination of all forms of forced and child labor.
  - We are committed to the elimination of all forms of discrimination in respect of employment and occupation.
  - We work against corruption in all its forms, including bribery and extortion.
  - We follow the precautionary principle in dealing with environmental problems.
  - We promote the development of greater environmental awareness.
  - We support the development and dissemination of environmentally friendly technologies.

## Scope of application

Our sustainability guideline serves as a guide when we conclude contracts with suppliers, place orders or purchase products. We expect all suppliers to comply with the relevant laws and generally recognized standards.

You can also find the supplier guideline on our home page: [www.stop-choc.de](http://www.stop-choc.de)

## Orientation framework

At the United Nations World Summit on Sustainable Development in 2015, the 2030 Agenda was adopted with its 17 Sustainable Development Goals (SDGs). They include environmental, social and economic goals (see figure below, available at <https://unric.org/de/17ziele/>). These represent the guiding framework for our actions and our sustainability requirements for suppliers.



## Selection criteria

In principle, we aim to work with suppliers who ideally already have a progressive position on the four sustainability dimensions (EESG) and who also credibly represent this to the outside world. We also welcome the fact that suppliers are open to discussion and transparent regarding their own sustainability goals and are committed to the continuous improvement of their economic, environmental, social, and corporate governance-related sustainability performance. We take the following criteria into account as far as possible.

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## Economic criteria

Hutchinson Stop-Choc GmbH strives for a fair and cooperative business relationship with its business partners and assumes responsibility towards its suppliers, the environment and society. We assume that our suppliers strive for business operations that are geared towards long-term and sustainable action.

These include, among others:

The supplier makes deliveries with the most CO<sub>2</sub>-neutral supply chain possible and includes externalized follow-up costs in the products as far as possible (CO<sub>2</sub> footprint).

## Ecological criteria

- The supplier minimizes environmental impacts as far as possible and takes care to improve its environmental protection measures.
- The contractor / service provider / supplier shall ensure that all necessary environmental permits and approvals for its company or business operations are complied with.
- The supplier shall label hazardous materials and substances and ensure their safe handling, movement, storage, reuse and disposal. Applicable laws and regulations are complied with.
- The supplier shall comply with the relevant legal requirements with regard to wastewater, waste and air emissions. Consumption of natural resources, in particular energy and water, is continuously optimized (increasing efficiency) and waste, wastewater and emissions are reduced or even avoided where possible.

## Social criteria

- The supplier recognizes and complies with human rights.
- The supplier's employees have a minimum age in accordance with the International Labor Organization (ILO) Convention 138.
- Suppliers may not force anyone to work, may not allow any form of involuntary labor ("modern slavery") and may not accept child labor. For young people (young workers) between the ages of 14 and 18, working conditions in Germany are regulated by the Youth Protection Act.

- The Supplier shall pay its employees sufficient and appropriate wages to ensure an adequate standard of living. It shall comply with the statutory minimum wages, the legal working hours, and the prescribed social benefits.
- The supplier guarantees fair working conditions for its employees.
- The supplier grants its employees freedom of association and the right to collective bargaining.
- The supplier shall ensure appropriate occupational safety for its employees to prevent accidents and health impairments. As a minimum, it shall comply with the legal requirements for occupational safety and health protection.
- Suppliers must ensure that their employees do not exceed the applicable statutory maximum working time limit.
- The supplier excludes any form of discrimination (e.g., based on race, skin color, gender, age, nationality, religious affiliation, disability, sexual orientation, political opinion or social origin) at least in accordance with the prohibitions of discrimination under the General Equal Treatment Act. All employees must be protected from harassment in the workplace, particularly of a sexual nature.

## Management-related criteria

- The relevant statutory regulations and obligations for the prevention of money laundering and the prevention of terrorist financing are fully observed by suppliers.
- The supplier does not accept any form of corruption or bribery; it does not engage in it in any way.
- The supplier does not allow any form of undeclared work to be carried out. Sales or income tax and social security contributions are paid in accordance with the applicable legal provisions.
- The supplier stands for fair competition and respects antitrust law.
- Furthermore, the supplier respects the established export controls and the defined economic sanctions against the countries and companies concerned.
- We expect our suppliers to fully comply with the European General Data Protection Regulation and the data security derived from it.

## Compliance and control

Hutchinson Stop-Choc GmbH is committed to its economic, ecological, and social responsibility. Against this background, the principles of sustainability will be considered in the evaluation of the offer and in future processing. If public information becomes known that gives rise to doubts about the supplier's compliance with the sustainability requirements, the supplier must in principle be prepared, after prior consultation, to enable a verification of compliance with the sustainability agreement on site.

We also expect these binding requirements for Tier 1 suppliers to pass on standards along the supply chain to be implemented.

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