

# Code of Conduct for suppliers

## STeP by OEKO-TEX®

**OEKO-TEX® declares its strict adherence to the respect of human rights, core labour standards and environmental protection. We share with our partners and clients the common goal of and commitment to high social, ethical and environmental standards.**

### **The following commitments shall be set by this Code of Conduct:**

- › Respectful and equal treatment of all members of the workforce;
- › Support and protection of international human rights by creating ethical workplace conditions for all members of the workforce;
- › Freedom of association and effective recognition of the right to collective bargaining and the right to join unions or other industry related associations;
- › No child labour and excessive overtime;
- › Comprehensive measures for safe and healthy workplace conditions and assembled products;
- › Development and use of environmentally friendly technologies and products;
- › Measures regarding efficient use of resources and progressing towards green chemistry;
- › Responsible waste disposal and support of a precautionary approach to environmental challenges;
- › Fair business behaviour and practices through the prevention of bribery and any causes of corruption;
- › Business practices governed by integrity, honesty, fair dealing and full compliance with all legal requirements and the criteria of the six STeP by OEKO-TEX® modules;
- › Wages cover all basic needs and expenses of the workforce.

This Code of Conduct is related to the UN Global Compact's 11 principles and does not display any hierarchical order. In order to justify the trust placed in OEKO-TEX® by customers, stake-holders and employees, the integrity and transparency of processes is our top priority. For this, it is essential for us to find out about any compliance breaches, in particularly violations of the stated Code of Conduct. You can reach OEKO-TEX® from anywhere in the world (secure, external Internet server). Confidentiality is guaranteed at all times.

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**According to the signed Code of Conduct you are obliged to comply with the stated STeP by OEKO-TEX® core requirements, national and local legal requirements, as well as the consequent observance of conditions according to STeP by OEKO-TEX®, which are valid for your facility only.**

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Name

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Surname

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Business title

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Company name

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Address

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Email

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Phone

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Supplied service or products

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**During the life time of the STeP by OEKO-TEX® certificate of**

you have to prove via internal supplier audits accordance with the stated requirements. With your signature you have to allow unannounced and announced audits from the STeP by OEKO-TEX® certificate holder at any time and give support to the auditing OEKO-TEX® client and to ensure compliance with this Code of Conduct.

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STeP by OEKO-TEX® certified company, Signature

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Supplier, Signature

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Date / location

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Date / location