

Code of Conduct

This Code of Conduct applies to all suppliers who work with DE-VAU-GE. The specifications and guidelines on labour standards and working conditions of this Code of Conduct are based on relevant agreements and recommendations of the International Labour Organization (ILO), the amfori BSCI Code of Conduct and the Act on Corporate Due Diligence Obligations in Supply Chains (German Lieferkettensorgfaltspflichtengesetz). The supplier must take appropriate measures to improve compliance with human rights and minimise environmental risks in the value chain.

Legal compliance

The suppliers have to comply with the national laws and legal regulations of the countries where the goods are produced and shipped.

Human Rights

Human rights in accordance with international human rights standards are respected.

Labour standards and conditions

Non-discrimination

Any discrimination regarding employment, compensation, promotions and cancellation of employment on the basis of race, gender, sexual orientation, marital status, religion, age, disability, membership of worker's organizations, nationality, social class, social or ethnic origin is prohibited.

Harassment, coercion

Employees have to be treated with dignity and respect; they must not be intimidated, physically punished or exposed to sexual, racial or verbal harassment, coercion or abuse.

Forced labour, Slavery

Forced labour, slavery, involuntary labour, compulsory labour or prison labour are prohibited.

Freedom of association, collective bargaining

The suppliers acknowledge the rights of their employees to organize themselves and participate in associations of their own choice as well as their rights to collective bargaining, provided that this is legal in the respective country. Employers are not allowed to take actions against the exercise of such rights.

Child labour, minimum age, adolescents

Child labour and child exploitation (incl. prostitution) are unacceptable and not permitted. The minimum age is dependent on the age at the end of compulsory education or is set at 15 years of age. If national legislation requires a higher age, no child below this age can be employed. If adolescents are employed, all legal regulations and limitations regarding their specific employment have to be complied with. Young people must not be prevented from attending school.

Wages, payments, benefits

Wages for a standard working week have to correspond to the legal minimum wage, the industrial wage or the wage according to the collective labour agreement or exceed this wage, depending on which wage is higher. Wages have to be paid on time; reductions as a disciplinary measure are not allowed. Further payments and benefits have to be paid according to the applicable national legislation.

Working hours

The usual working hours as stipulated by the relevant national laws or the industrial standards have to be complied with, depending on which requirements are the stricter ones. The working hours must not exceed 48 hours per week. Overtime may not exceed 12 hours per week and the hours must be remunerated in accordance with the relevant national legal provisions. Employees receive at least one day off in a seven-day period as well as paid annual leave.

Working contracts

It must be ensured that all employees receive an employment contract. The conditions and details of employment and the exact scope of duties are defined.

Health and safety in the work place

Safe and healthy working conditions for employees are ensured and compliance with ILO core labour standards is promoted. Sufficient safe, healthy and hygienic workplaces must be provided. Effective measures must be taken to ensure safety in the workplace and aim to prevent accidents and damage to health.

Expropriation, Eviction

Participation in practices to unlawfully take, build on, or otherwise use land, forests, and waters is not permitted. There shall be no deprivation of livelihoods.

Environmental and resources protection

The supplier is committed to efficient resource management and strives to reduce energy and water consumption and minimise waste. It avoids environmentally harmful practices, minimises emissions and takes care to avoid or safely treat harmful chemicals (such as mercury). Preference is given to sustainable raw materials and materials, and the supply chain is promoted to support more sustainable practices.

Deforestation free supply chains

Regulation (EU) 2023/1115 on deforestation-free supply chains shall be complied with. Relevant raw materials and products may only be produced without deforestation.

Integrity and anti-bribery measures

The suppliers are committed to carrying out their business with integrity and must not offer any illegal advantages or participate in any corruptive practices or any form of bribery.

Act on Corporate Due Diligence Obligations in Supply Chains (German Lieferkettensorgfaltspflichtengesetz)

The supplier promotes dialogue on improving conditions within its supply chain. The supplier shall report immediately if it recognises risks in the supply chain.