**The Supplier Code of Conduct**

Saxonia Franke GmbH & Co. KG is committed to lawful, ethical, social and environmental corporate management responsibility. We expect that our suppliers, with whom we have long-term supply relations, are equally committed to these standards. The Supplier Code of Conduct lays out the requirements in respect to laws and regulations concerning; working and social conditions, occupational safety and environmental protection as well as omission from corruption and bribery, discrimination and child labor. Through a continuous improvement process we would like ensure the compliance of these requirements with our suppliers. Likewise, suppliers should ensure that their employees, commissioners and their own suppliers are in compliance with these regulations.

**Compliance with Laws and Regulations**

Our suppliers must comply with all applicable international and national laws and regulations, including industry standards and any other relevant legal provisions.

**Fundamental Working Rights**

**No Forced Labor**: All employment is freely chosen, Saxonia-Franke has a zero tolerance policy towards forced labor.

**No Child Labor:**Child labor is strictly prohibited under the provisions of the United Nations as well as under national laws.

**Wages:**Suppliers may not fall below statutory minimum wages.

**Working Hours:**All relevant laws, regulations and industry standards on remuneration and benefits shall be met. Overtime is voluntary and within a 7 day period all employees must have a least one day off.

**Human Rights/Non-Discrimination / No Human Trafficking:** Article 1 of our constitution states:“Human dignity is inviolable”. Saxonia-Franke expects its suppliers to comply with human rights regulations. This means that the supplier’s employees may not be discriminated against on the basis of their race, color, nationality, gender, sexual orientation, religion, disability or other legally prohibited grounds in recruitment, promotion, remuneration, performance evaluation or in respect to other working conditions.

**Freedom of Association and Collective Bargaining**: Suppliers must respect their employee’s right to form and/or join workers’ organizations, including unions of their choice, and recognize their right to collective bargaining.

**Occupational Safety and Health**: Suppliers must be committed to ensuring a safe and healthy workplace. Suppliers must commit to providing a safe and healthy workplace for their employees. The design of the workplace must comply with all applicable laws and safety regulations.Within the workspace we are obligated to have zero tolerance policy towards .

**Environment**

Our suppliers are required to comply with all applicable federal and state environmental laws. We prefer to work with suppliers who implement practices that help to keep the environmental impact from their production as low as possible, helping to protect and restore the environment.

**CombatingCorruption**

Our suppliers must not engage in unfair competition or take part in accepting or giving out bribes. All suppliers must follow the laws and regulations concerning corruptions, bribery, fraud and all other prohibited business practices.

**Communication**

The supplier agrees to communicate the code of conduct and sustainability practices to their employees to insure that all appropriate measures are implemented.

**Actualization**

The code of conduct is revised annually to incorporate suggestions from external and internal stakeholders. This ensures that the code of conduct is always up to date.