

Rodriguez Code of Conduct for Suppliers

While considering technical and economic market conditions, Rodriguez attaches great importance to social and environmental aspects such as human rights, working conditions, the prevention of corruption and environmental protection in carrying out its procurement activities. Quality, reliability, flexibility, innovation and sustainability are key considerations in our selection and evaluation of suppliers – especially given the many challenges facing us right now. We also seek to establish long-term partnerships with our suppliers.

Rodriguez expects its suppliers to comply with applicable national legislation as well as the principles of the United Nations Global Compact and the Rodriguez Code of Conduct for Suppliers (this document) in their business activities. Supplier companies are also expected to introduce suitable processes aimed at ensuring compliance with applicable legislation while bringing about continual improvements in respect of the principles and requirements of the Rodriguez Supplier Code of Conduct. Moreover, Rodriguez expects suppliers to take steps to ensure that associated enterprises also recognise and observe all of the principles and requirements hereby described.

Human rights and employee rights

Rodriguez expects its suppliers to observe basic employee rights in line with applicable national legislation, and to recognise the core labour standards of the International Labour Organization (ILO) and the Universal Declaration of Human Rights of the United Nations, thereby taking account of laws and legal structures as applicable in various countries and at various locations. Rodriguez expects its suppliers to respect the rights of third parties, and to minimise any adverse effects in compliance with international standards.

Child labour

Rodriguez expects suppliers to prohibit and prevent all forms of child labour within their organisations. The respectively applicable legal regulations and the stipulations of the International Labour Organization (ILO) are binding.

Discrimination

Rodriguez expects suppliers to promote equal opportunity and equal treatment, and to prevent discrimination during the recruitment process, throughout the period of employment and in the promotion and performance of initial and further training measures. No employee may be disadvantaged based on gender, age, skin colour, marital status, ethnic/social origins, sexual identity, disability, religion, ideology or political views. At the same time, we expect that the inappropriate treatment of employees – including psychological cruelty, sexual harassment or discrimination in the form of gestures, language or physical contact of a sexual, coercive, threatening, abusive or exploitative nature – is not tolerated.

Forced labour

Rodriguez does not expect its suppliers to allow or participate in any form of forced labour or human trafficking within their organisations, and expects them to implement effective mechanisms to comply with this requirement in the course of their business activities.

Employee rights

Rodriguez expects its suppliers to comply with applicable legal regulations aimed at protecting

employee rights. In particular, the company demands observance of applicable national laws concerning working hours and remuneration.

Conflict resources

Rodriguez expects its suppliers to comply with all applicable legal regulations regarding conflict resources.

Occupational health and safety

Rodriguez expects its suppliers to comply with relevant national laws on health and safety at work. Suppliers are also expected to establish and apply an occupational safety management system as appropriate. This must cover the containment of actual and potential occupational safety risks and the training of employees with a view to preventing accidents and occupational illnesses wherever possible.

Environmental protection

Rodriguez expects its suppliers to comply with relevant national laws, regulations and standards concerning the environment. Suppliers are also expected to establish and apply an environmental management system as appropriate.

Conduct in business dealings

Rodriguez expects its suppliers strictly to observe national legal regulations in all business dealings. Moreover, Rodriguez expects all suppliers to practise free and fair competition.

Supplier relations

Rodriguez requires its suppliers to communicate all of the principles and requirements described herein to their own subcontractors and suppliers, and to consider these when selecting subcontractors and suppliers. In fulfilling their contractual obligations, suppliers must encourage their own subcontractors and suppliers to observe the defined standards regarding human rights, working conditions, the prevention of corruption and environmental protection. Furthermore, Rodriguez expects suppliers to use only materials from legal sources, and to provide evidence of this on demand.

Compliance with the Rodriguez Code of Conduct for Suppliers

We expect our suppliers to commit to strict observance of the Rodriguez Code of Conduct for Suppliers in all of their business processes. Once a year at most, compliance will be assessed by means of supplier questionnaires. On-site audits may also be carried out with the agreement of suppliers.