

Sustainability guidelines for
business partners



LISSMAC

UNS BEWEGEN IDEEN

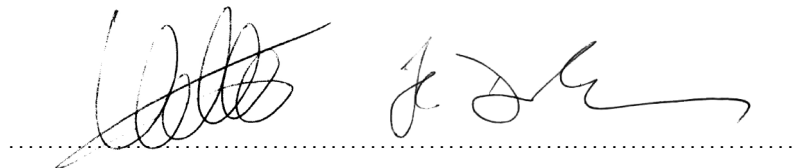
1. Goal and motivation

The following requirements specify the expectations of LISSMAC Maschinenbau GmbH with regard to the attitude and behaviour of business partners in their business activities, especially suppliers and sales partners. The requirements are considered to be and assumed as the basis for a successful business relationship between LISSMAC Maschinenbau GmbH and its partners.

We not only set high standards for ourselves at LISSMAC Maschinenbau GmbH, but also strive to maintain these values along the entire value creation chain. This is based on the simple realization that responsible action and economic success are not mutually exclusive, but promote one another.

We expect this kind of understanding and attitude not only from all of our employees, but also from our business partners. Our business partners convey these principles and the resulting obligations to their employees and business partners. You can also implement more extensive rules.

Following the principle of sustainability, we are aware of our responsibility for the economic, ecological and social effects of our actions. We also expect this from our business partners, especially with regard to human rights, occupational health and safety, environmental protection and the fight against corruption.



Executive Board

2. Requirements



Child labour and young workers

Child labour is prohibited along the entire value creation chain. The minimum age for admission to employment in accordance with state regulations must be observed. If no state regulations exist, the Conventions of the International Labour Organization (ILO) are to be applied accordingly.



Compensation and benefits

All remuneration and services that are paid for or provided are to correspond at least to the legally applicable, guaranteed minimum. If no statutory or collective labour agreements are available, then they are to be based on industry-specific, customary remuneration and benefits that ensure an adequate standard of living for employees and their families.



Working hours

The business partner guarantees that the working hours correspond at least to the respective national legal requirements or the minimum standards of the respective national economic sectors. If there are no legal requirements or minimum standards, the international standard of the International Labour Organization (ILO) should apply.



Forced or compulsory labour and human trafficking

Any knowing use of forced or compulsory labour as well as all forms of modern slavery and human trafficking are prohibited.



Freedom of association

The basic right of all employees to form employee representative bodies and to join them is recognized.



Work and health protection

Laws relating to occupational health and safety must be complied with.



No discrimination and no harassment

The working collaboration should be characterized by decency, mutual respect, fairness and trust.

We do not accept any form of discrimination or harassment, for example on the basis of ethnic origin, skin colour, gender, religion, nationality, sexual orientation, social origin, age, physical or mental limitations, civil status, pregnancy, membership in a trade union or political views.



Prohibition of corruption and bribery

Corrupt practices and bribery will not be tolerated. These include, for example, bribes, kickbacks, inadmissible donations or other inadmissible payments, as well as benefits that contradict the applicable law.



Protection of confidential information and intellectual property

All information must be used and protected in an appropriate manner. In addition, data must be handled according to their classification. Data worthy of protection must be properly collected, processed, saved and deleted. Trade secrets must be kept. Publishing or forwarding of confidential content to third parties is not permitted.

All processing of personal data (e.g. collection, storage, collection, use, provision) must be carried out in accordance with the applicable legal requirements on data protection.



Financial responsibility

Appropriate plans and measures to maintain business continuity must be established.



Disclosure of Information

Topics that are relevant to quality and costs and which have a negative impact on products and services must be disclosed in an appropriate manner.



Fair competition and antitrust laws

Open and fair competition on global markets is desirable. Agreements restricting competition are not permitted. The applicable competition and antitrust laws must be observed.



Conflicts of Interest

Situations in which personal interests or relationships conflict with the performance of duties must be avoided. Decisions are to be made exclusively on the basis of objective criteria.



Plagiarism

Appropriate measures must be introduced so that products and the corresponding knowledge remain in the legitimate value creation chain.



Export controls and economic sanctions

Compliance with all applicable laws for the import and export of goods, services and information must be ensured. It is also mandatory to observe sanction lists.



Preservation of Identity and Protection from Retaliation

Appropriate communication channels must be established so that illegal behaviour can be reported without fear of intimidation. The confidentiality of such reports must be guaranteed as far as possible.



Waste and recycling

The avoidance of waste, reuse, recycling and the safe, environmentally friendly disposal of residual waste, chemicals and waste water in the development, manufacture and subsequent recycling of products and other activities is to be taken into consideration.



Energy consumption and greenhouse gas emissions

To preserve natural resources, generally recognized sustainability standards and certifications must be supported and resources must be used sparingly. Causes for negative effects on the ecosystem must be minimized or, if possible, avoided.



Water quality and use

Waste water from operating procedures, production processes and sanitary facilities must be disposed of in accordance with legal requirements. In addition, measures should be introduced to reduce the generation of waste water.



Responsible chemicals management

The use of products whose raw materials originate from conflict zones and which may indirectly contribute to the financial support of terrorist organizations or human rights violations is not permitted.

As supplier, you undertake with your deliveries to comply with all regulations and standards applicable in the EU which relate to the contractual products/goods (materials, components, assemblies, etc.) in the version applicable at the time of transfer of risk. These include in particular Directive (EC) No. 1907/2006 concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH Regulation).

You also undertake to enable LISSMAC to comply with its obligations under Directive 2011/65/EU (RoHS Directive) and the Regulation on the Restriction of the Use of Hazardous Substances in Electrical and Electronic Equipment (ElektroStoffV), as amended.

3. Consequences of non-compliance with the requirements

LISSMAC Maschinenbau GmbH considers compliance with the requirements formulated in this document to be essential for the respective business relationship. We reserve the right to take the appropriate legal action if a business partner of LISSMAC Maschinenbau GmbH does not comply with these requirements.

It remains within the decision-making authority of LISSMAC Maschinenbau GmbH to waive such consequences and to take alternative measures, if the business partner credibly assures and can prove that he has immediately initiated countermeasures to avoid future, similar infringements.

LISSMAC Maschinenbau GmbH
Lanzstraße 4
D-88410 Bad Wurzach
Telefon +49 7564 307-0
Telefax +49 7564 407-500
lissmac@lissmac.com
www.lissmac.com