

# SUCO Code of Conducts

Statement of the Management on Corporate Social Responsibility

## 1 Environmental Concerns

SUCO creates an annual waste balance sheet in order to obtain an overview of the waste generated internally, and if necessary, implements procedures for any possible reductions of waste.

Raw materials, waste, and emissions are treated in accordance with all legal regulations, recycled whenever possible, and disposed of in a proper manner.

Regular measurements by the Professional Association confirm that both audible noise, and odors emitted are within specified limits for both all employees and our neighbors.

## 2 Employee Matters

The company philosophy of SUCO is based on the appreciation of our employees. The preservation and protection of workplaces has the highest priority.

Discrimination of any kind is prohibited. The rights of all employees are respected.

A competent Occupational Safety Officer supports the management in complying with legal requirements and, if necessary, in implementing improvement measures. Regular meetings are held on this topic and other competent institutions are consulted if needed to ensure compliance.

The workplaces of employees are routinely examined for safety risk potential, psychological, or physical strain.

### **3** Respect for Human Rights

SUCO does not tolerate human rights violations. Appropriate organizational measures are in place, including requirements of the purchasing departments with regards to suppliers, to ensure our company and suppliers do not contribute to violations in any way.

SUCO is committed to the integration of persecuted persons (i.e. refugees), and trains them without reservation.

### **4** Social Concerns

The observance of breaks, providing employees with social rooms, as well as supply options for food and beverages are guaranteed at all times to all employees.

Employees who behave in an improper manner (alcoholism, conflict, etc.) are treated fairly and supported in reform efforts or treatment.

A suitable social behavior is also outlined in the Quality Management Manual. Key figures and data about the working atmosphere and employee satisfaction serve as early indicators of undesired trends.

### **5** Combating corruption and Bribery

SUCO adheres to a strict anti-bribery and corruption policy.

It is the policy of SUCO to not attempt growth into markets or geographic locations where this policy is in doubt or question.

Bietigheim-Bissingen, 29<sup>th</sup> September 2017



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