



Code for suppliers and guideline for the procurement of raw materials

der sauer product GmbH

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*Aus Gründen der besseren Lesbarkeit wird im vorliegenden Dokument auf die gleichzeitige Verwendung weiblicher und männlicher Sprachformen verzichtet.
Sämtliche Personenbezeichnungen gelten gleichermaßen für beide Geschlechter.*

Sustainability in the supply chain

Code for suppliers of sauer product GmbH

Dear Ladies and Gentlemen,

Ethical behavior and sustainability in the sense of legal, economic, ecological and social responsibility are essential components of the entrepreneurial conviction of sauer product GmbH. This also includes long-term and trusting partnerships and the legally compliant behavior of suppliers. sauer product GmbH procures raw materials, goods and services from suppliers worldwide in order to ensure the sustainable success of the company and its customers with innovative products and services.

The Supplier Code of Conduct applies to all suppliers of sauer product GmbH as well as to their employees. sauer product GmbH expects its suppliers to implement the principles laid down in this code in their companies. It is the responsibility of the suppliers to check and continuously ensure compliance with the principles listed below in their own supply chain.

Martin Sauer



Johann Georg von Hülsen



Compliance with legal regulations

The suppliers of sauer product GmbH undertake to comply with applicable laws, to respect human rights and to uphold human dignity.

Prohibition of corruption

sauer product GmbH does not tolerate any form of corruption from its suppliers, such as bribery or the granting or acceptance of unlawful advantages, regardless of whether these are given directly, through intermediaries, to private individuals or sovereign officials. In particular, it is prohibited to direct (active bribery, granting of advantages) and accept (passive bribery, acceptance of advantages) benefits with the purpose of obtaining an unlawful advantage.

Fair competition

sauer product GmbH expects its suppliers to comply with international and national laws on fair competition. This includes the provisions on unfair competition and the antitrust laws. Agreements with competitors on prices, sales conditions, quantity restrictions, division of territories or on bids in public tenders etc. are strictly prohibited.

Whistleblowing and protection against retaliation

Supplier employees may speak out freely and without concern for retaliation if the contents defined in this Code of Conduct are violated.

Intellectual property and protection against plagiarism

The suppliers shall protect the intellectual property of sauer product GmbH such as patents, trademarks, copyrights, designs, trade secrets, samples, models as well as know-how and shall respect the intellectual property of third parties. In particular, the suppliers shall ensure that the products delivered to sauer product GmbH do not infringe the intellectual property of third parties. It must be ensured that no plagiarism is used by any partner.

Confidential information and disclosure of information

Suppliers for whom an exchange of confidential information with sauer product is necessary must conclude a confidentiality agreement with sauer product in advance. Suppliers are not permitted to disclose intellectual property and confidential information or any other information they obtain in connection with sauer product's business. Suppliers must report any unauthorized disclosure of confidential information, whether accidental or intentional, to the appropriate sauer product management.

Product Safety

Products and services of sauer product GmbH as well as products purchased from its suppliers do not endanger people or the environment and comply with the agreed or legally prescribed standards regarding product safety. Suppliers are obliged to clearly communicate information on safe use.

Freedom of association and right to collective bargaining

Our suppliers respect the right of their employees to freedom of association and collective bargaining in accordance with applicable laws and ILO conventions.

Conflicts of interest

Our suppliers avoid (actively and independently) conflicts of interest relevant to sauer product and disclose them if they could influence the business relationship.

Export controls and economic sanctions

We expect our suppliers to comply with international agreements and national laws controlling international trade and financial transactions, including laws on import and export controls and all applicable restrictions on the export, re-export, release or other transfer of goods, software, services and technology, all applicable economic sanctions relating to specific territories, entities and persons (including conducting appropriate third-party due diligence), and all other similar trade-related laws and regulations.

Animal Welfare

Suppliers shall respect the welfare of animals and provide humane treatment in accordance with the five freedoms of animals formulated by the World Organization for Animal Health (OIE).

Prohibition of forced labor and child labor

sauer product GmbH does not tolerate forced labor and child labor, neither on its own premises nor on those of its suppliers. The minimum age for admission to employment in accordance with the respective applicable government regulations must be observed by the suppliers.

Prohibition of any discrimination, abuse or harassment

sauer product GmbH does not tolerate any form of discrimination and expects its suppliers to prohibit any form of discrimination, for example on the basis of gender, marital status, race, skin color, origin, religious affiliation, sexual orientation, disability, political views or other personal characteristics in their organization. The same applies to any form of physical, psychological, sexual or verbal harassment or abuse.

Ethical recruitment

Suppliers need to have a good overview of their own recruitment process, as well as the recruitment process of employees to be hired through recruitment agencies. The recruitment and supervision of particularly vulnerable workers shall be monitored. Suppliers who rely on the use of recruiters must ensure that only registered employees are made available to them. Suppliers shall not restrict the free movement of their employees in any way, including requiring that employees not be kept in employment against their will for any period of time.

Respect of human rights

Prohibition of disciplinary sanctions

sauer product GmbH requires its suppliers not to punish employees physically or psychologically in any form. This applies in particular when employees in good faith report company practices that violate national, international or internal regulations.

Use of private or public security forces

Suppliers are expected not to engage private or public security forces to protect the company if their use violates applicable human rights, civil liberties or labor laws.

Human Rights

Suppliers are expected to respect and support compliance with all other national human rights applicable at the place of employment, as well as any internationally applicable human rights.

Land, forest and water rights and forced eviction

sauer product GmbH rejects any form of unlawful eviction and expropriation for the acquisition, construction or other use of land, forests and waters and expects the same from its suppliers.

Occupational safety and health in the workplace

The primary goal of sauer product GmbH is an accident-free workplace. All suppliers are obliged to comply with the occupational safety regulations at their sites. Each supplier must introduce guidelines and procedures for occupational safety and health protection and disclose these to its employees so that accidents and occupational illnesses can be prevented.

Living wages

sauer product GmbH requires from its suppliers that they are aware of their social responsibility towards their employees and that their remuneration and working hours are fair and appropriate. The supplier shall grant its employees the social benefits to which they are entitled by law or contract.

Working hours

sauer product GmbH expects from its suppliers that their employees can find a balance between work and free time and that the respective applicable national legislation on working hours is observed. Employees are entitled to a regulated annual vacation.

Environmental compliance

Compliance with environmental laws

sauer product GmbH expects its suppliers to comply with the applicable national environmental laws.

Avoidance of environmental pollution and air pollution as well as consumption of natural resources

sauer product GmbH expects its suppliers to reduce or avoid the use and consumption of natural resources, including raw materials, water and energy. Economic solutions are to be found to improve energy efficiency and minimize energy consumption. General emissions from operations (air and noise emissions) shall be avoided wherever possible. Polluting emissions shall be controlled and treated as far as possible before their release into the environment. Waste shall be avoided or recycled as far as possible. The suppliers of sauer product GmbH develop procedures that regulate the transport, storage, and safe and environmentally friendly treatment and disposal of waste.

Avoidance of hazardous substances

Substances whose release poses a risk to people and the environment are to be avoided. The suppliers of sauer product GmbH maintain a hazardous substance management system that ensures safe use and transport as well as safe storage, reprocessing, reuse and disposal.

Responsible raw material procurement

The suppliers of sauer product GmbH support activities that ensure responsible procurement of raw materials. The procurement and use of raw materials that have been obtained illegally or through ethically reprehensible or unreasonable measures are to be avoided. The use of raw materials such as conflict minerals that are affected by embargoes or other import restrictions must be excluded. Suppliers are therefore required to identify these raw materials in manufactured products in the supply chain and to disclose the origin and sources of the raw materials they use.

Environmentally compatible products

When developing products and services, the suppliers of sauer product GmbH ensure that their use is economical in terms of energy and natural resources. As far as possible, the products should be suitable for reuse, recycling or safe disposal.

The products supplied to sauer product GmbH do not contain any substances of concern that fall under the REACH regulation. If necessary, affected ingredients must be reported to sauer product GmbH.

If required, the supplier shall issue an EU declaration of conformity regarding compliance with relevant directives.

Sustainability

Sustainability is defined by the UN World Commission on Environment and Development as "meeting the needs of the present without compromising the ability of future generations to meet their own needs. Our customers also base their procurement decisions in particular on environmental protection and social responsibility. Sustainability in all its dimensions is a central component of our corporate strategy. This objective involves the entire supply chain. We want to meet these challenges together with our business partners. Our aim is to make the supply network transparent so that risks can be identified and minimized at an early stage. In this way, we also work together to meet the requirements and expectations of our customers and other stakeholders.

Soil quality

Suppliers must routinely monitor and control their impact on soil quality to prevent soil erosion, nutrient depletion, land subsidence and contamination.

Biodiversity, land use and deforestation

Where appropriate, our suppliers are required to promote ecological diversity by protecting and enhancing habitats and ecosystems on farms and in their surrounding areas. Suppliers must commit to no deforestation or degradation of primary forests and no net deforestation in agricultural and forestry supply chains.

Completeness and correctness of business records (financial responsibility)

All supplier financial books and records shall conform to generally accepted accounting principles. Supplier records shall be complete, accurate, legible and transparent in all material respects and reflect actual transactions and payments.

Management systems

sauer product GmbH expects its suppliers to maintain management systems to ensure compliance with the principles set forth in this Supplier Code. sauer product GmbH prefers suppliers who actively implement a quality management system according to ISO 9001, an environmental management system according to ISO 14001 as well as OHSAS 18001 for occupational safety or equivalent systems. A management system for social responsibility oriented according to SA8000 specifications as well as ISO 50001 for energy management are recommended. Translated with www.DeepL.com/Translator (free version)

Monitoring and obligation to provide evidence

Upon request, the supplier shall provide all necessary information for an initial assessment correctly and comprehensively within the scope of a self-assessment.

He shall furthermore provide other information proving compliance with the Supplier Code. sauer product GmbH has the right to monitor the implementation of this Code and to verify it with supplier audits.

The supplier has to inform sauer product GmbH without being asked about events which contradict the principles of the code for suppliers.

Non-compliance

Any breach of the principles and requirements set out in the sauer product Code for Suppliers shall constitute a material breach of contract by the Supplier. In the event of non-compliance with the Supplier Codex, sauer product GmbH reserves the right to demand corrective measures to be implemented within a reasonable period of time set by sauer product GmbH. If the deadline is not met or if there is a serious violation of the principles and requirements stated in the Code for Suppliers, sauer product GmbH has the right to terminate the cooperation without notice if necessary.

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