



**Code of Conduct for Suppliers and
Business Partners of B.B.W.**

Foreword

The B.B.W. Group is a company with a long tradition and a long-term partner of the automotive industry for quality management. Therefore, quality is important to us and quality means compliance with specifications and various requirements. As such a company, B.B.W. Group is responsible towards customers, employees, society and the environment, and also demands this behavior from its suppliers and business partners. Part of this responsibility is that the suppliers and business partners of the B.B.W. Group at all times and everywhere comply to applicable laws, respect ethical values and act sustainably. The Code of Conduct for suppliers and business partners is based on the principles of the United Nations Global Compact, the specifications of the International Labor Organization (ILO) and ISO 26000 as guidelines for social responsibility.

Scope

The B.B.W. Group also expects suppliers (that is, each party to supply the BBW Group with goods, materials or services) and business partners (including business partners with intermediary or representative functions who are sales-supportive in the interest or commission of B.B.W. Group, such as: agents or cooperation partners, etc.) and their employees act responsibly and commit themselves to the rules of conduct listed in this Code of Conduct for suppliers and business partners. If the suppliers or business partners are involved in the business relationship with B.B.W. Group third parties (such as subcontractors or agents), the B.B.W. Group expects, that these third parties also commit themselves to the Code of Conduct set out in this Code of Conduct for suppliers and business partners.

Corporate responsibility

Minimum wage and working hours

Suppliers and business partners ensure that their employees receive appropriate compensation and provide social benefits that meet or exceed the respective national legal minimum standards. The working hours of their employees have to be in accordance with all applicable working time laws and regulations.

Protection and behavior in the workplace

The suppliers and business partners of B.B.W. Group adhere to the applicable occupational health and safety regulations in order to prevent dangers to health. The further development of working conditions and health management promotes the health, performance and satisfaction of their employees. Drugs and alcohol abuse in the workplace are not tolerated by suppliers and business partners of the B.B.W. Group.

Social responsibility

Human rights

The suppliers and business partners of B.B.W. Group respects and supports the United Nations' Universal Declaration of Human Rights and do not tolerate behavior that violates them.

Child labor

Any exploitation of children and adolescents will not be tolerated by suppliers and business partners of the B.B.W. Group. The minimum age for employment with suppliers and business partners of B.B.W. Group must not fall below the age of 15 years at any time. The standards for employment of children and adolescents must be observed. In particular, children and adolescents should not be exposed to dangerous or unhealthy situations.

Forced labor

All forms of forced labor are provided by suppliers and business partners of B.B.W. Group are not tolerated. No employee may be forced to work, directly or indirectly.

Discrimination and equal opportunities

The suppliers and business partners of B.B.W. Group ensure equal opportunities and equal treatment, regardless of race, color, gender, disability, religion, belief, nationality, social origin, sexual orientation or political affiliation.

Environmental protection and sustainability

The suppliers and business partners of B.B.W. Group strive to avoid environmental impact by reducing energy and water requirements, emissions and waste while complying with environmental regulations. The use of renewable raw materials is supported by the suppliers and business partners of B.B.W. Group. Through an adjustment along their entire value chain, suppliers and business partners of B.B.W. Group assist to mitigate climate change.

Conduct in business dealings

Anticorruption

The suppliers and business partners of B.B.W. Group tolerate no corruption. This means, in particular, that none of its employees accept financial or other benefits (such as money, gifts) that are beyond the scope of reasonable and customary business practice.

Avoidance of conflicts of interest

The suppliers and business partners of B.B.W. Group make their decisions based solely on objective criteria and are not influenced by personal interests and relationships.

Fair advertising, distribution and contracting practices

The suppliers and business partners of B.B.W. Group are committed to fair competition, while complying with competition and antitrust laws. Adherence to competition and antitrust law means, among other things, that none of their employees conducts discussions with competitors in which customer, quantity and price agreements are made.

Discretion and communication

Data protection

The suppliers and business partners of B.B.W. Group collect, processes or uses data only to the extent necessary for specified and legitimate purposes. The suppliers and business partners of B.B.W. Group will handle personal data, customers and business partners data carefully and strictly confidentially. They comply with all applicable laws for the protection of personal data.

Confidentiality

The suppliers and business partners of B.B.W. Group respects know-how as well as business and trade secrets of B.B.W. Group and treat them carefully and strictly confidential. They do not provide such information without the prior explicit written consent of B.B.W. Group to third parties.

Legal consequences of infringements

The suppliers and business partners of B.B.W. Group is committed to adhere to the core principles set out in this Code of Conduct. If there are indications of infringement, the B.B.W. Group is entitled to terminate the cooperation by extraordinary termination. The B.B.W. Group is free to waive such consequences and instead to take alternative action if the supplier or business partner can credibly assert and demonstrate that it will take immediate action to prevent future breaches.

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