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Doc No.	ZY-3-H-51	Code of Conduct	
Version	A2E		

The "Code of Conduct" is the basis for the implementation of our social standards.

Respecting human rights is a fundamental principle of human society. Inhumane employment conditions and working conditions violate this principle. When developing our commercial relationships, we ensure that minimum social standards are adhered to. As a precondition for all our business relationships, we require our suppliers to adhere to the following conditions as basic rights for employees, both in their own areas and from their subcontractors*:

1. The applicable national employment legislation must be observed.
2. Child labour is forbidden both in the manufacturing of goods and the provision of services. The definition of child labour shall be either the United Nations regulations or national legislation, whichever is more rigorous.
3. Employees must be paid wages and other benefits in accordance with those stipulated in the applicable legislation or the practices of the local manufacturing industry, whichever is higher. The objective is that the wages paid cover the costs of living should legal minimum wages fail to do so. Wages shall not be reduced as a disciplinary measure. The maximum regular working week is 40 hours. Any additional hours worked must be paid as overtime based on the statutory regulations applicable and/or the industry practices prevailing in that region, whichever is higher. The number of hours worked including overtime may not exceed 58 hours on a regular basis. Employees are entitled to at least one day off every week.
4. The right of employees to set up or join organisations of their choice and to conduct negotiations as a group may not be restricted in any way.
5. No employee shall be discriminated against on the basis of personal characteristics or beliefs.
6. The use of forced labour, physical punishment or physical or psychological coercion is prohibited.
7. Working conditions must be safe and may not constitute a hazard to health. The same principles apply to employee accommodation if this is provided.

Suppliers and their sub-suppliers agree that their compliance with these minimum requirements may be monitored by GSN, by companies in the GSN Group or by independent organisations. Any infringement of these minimum requirements of which we become aware can lead to the termination of the business relationship.

*Subcontractors vs. sub-suppliers: sub-suppliers are suppliers further up the value chain, e.g. those providing raw materials or ingredients.