



Ferdinand Gross is committed to sustainability and future viability. Suppliers make an important contribution to sustainable growth and must comply with applicable laws and international standards. The Code is based on the UN Declaration of Human Rights and the Ferdinand Gross Code of Conduct, among other things. Suppliers must comply with and continuously improve these standards to ensure ethically sound products and services.

1. recognition of and compliance with applicable laws

Suppliers must comply with all applicable and future laws and international standards on human rights, labor rights, environmental protection, anti-corruption and fair competition. Stricter regulations always have priority.

2. prohibition of corruption, bribery and money laundering

Suppliers must not tolerate corruption or bribery in the form of unlawful payments, gifts or remuneration that provide improper business advantages or influence behavior. Ferdinand Gross strictly rejects such practices and does not tolerate money laundering.

3. fair competition

Suppliers must fully comply with competition laws and must not engage in restrictive or unfair practices such as price or market fixing.

4. Intellectual property, confidential information, data protection

Suppliers must protect intellectual property rights, trade secrets and personal data of Ferdinand Gross, employees and customers.

5. Conflicts of interest

If Suppliers recognize a conflict of interest that could affect their obligations to Ferdinand Gross, they must report this immediately and cooperate in finding a solution.

6. Information security measures

Suppliers must comply with all data protection laws, define clear IT security roles and implement protective measures in accordance with industry standards. They shall ensure confidentiality, integrity and availability of data through appropriate technical and organizational measures.

7. Human rights and labor rights

a. Prohibition of child labor

Suppliers must not permit child labor and must comply with the minimum age for employment in accordance with applicable laws. Young people under the age of 18 may not be used for hazardous work.

b. Prohibition of forced labor

Suppliers must not tolerate or benefit from forced labor, slavery or human trafficking. Employees must be able to move freely during employment.

c. Equal opportunities

Suppliers must respect the international human rights of their employees and must not discriminate. Decisions on hiring, salary or discipline are based solely on the ability to perform the job, regardless of personal characteristics or beliefs. Suppliers must promote equality and respect the rights of women in all aspects of employment, including fair pay, career opportunities and protection from discrimination.



d. Prohibition of harassment and undignified treatment

Suppliers shall not tolerate threatening, abusive, exploitative or sexually harassing behavior in the workplace.

e. Privacy

Suppliers must respect employees' right to privacy and comply with data protection laws when collecting private information or implementing surveillance practices.

f. Working hours and fair remuneration

Suppliers must comply with weekly working hours, including overtime, in accordance with applicable laws, with a maximum of 60 hours if no local regulations exist. Employees must have at least one day off per week. Salaries must comply with the legal minimum wage and all mandatory social benefits must be provided.

g. Freedom of association

Suppliers must respect the right of employees to join associations and bargain collectively in accordance with local laws. They must not discourage employees from union membership and employee representatives must not be discriminated against.

h. Health and safety

Suppliers must ensure a safe working environment, promote health and safety practices and inform employees about regulations to protect against accidents and hazardous substances. Regular occupational safety training is required.