



Code of Conduct for Subcontractors and Suppliers of the Dussmann Group

The Code of Conduct for subcontractors and suppliers defines the principles and requirements to be fulfilled by subcontractors and suppliers of the Dussmann Group concerning their responsibility towards people and the environment. Dussmann expects its subcontractors, suppliers and advisors (in the following “business partners”) to comply with the standards described below, not only in the context of business activities with the Dussmann Group but also with other clients, contractual partners, competitors and public authorities. The following requirements are based largely on internationally recognized standards such as the Universal Declaration of Human Rights, the UN children’s rights convention and national legislation in each country.

Compliance with Legislation

- The Dussmann Group requires all business partners to comply with all applicable legislation and the regulations of supervisory authorities.

Exclusion of Bribery and Corruption

- The Dussmann Group does not tolerate corruption and expects its business partners to comply with the conventions on the prevention of corruption of the United Nations and of the Organization for Economic Cooperation and Development and with applicable anti-corruption legislation. Business partners shall ensure that their employees and subcontractors do not offer benefits to Dussmann Group employees or third parties close to them. Should a Dussmann Group employee actively request personal advantage, the business partner shall report the case to the Dussmann Group Compliance Office.

Avoidance of Conflicts of Interest

- The Dussmann Group expects its business partners to make decisions concerning its business activities with Dussmann exclusively on the basis of objective criteria. Conflicts with private interests or other activities including those of family members or persons close to them shall be fully excluded. Any form of direct or indirect transactions with family members of employees or persons close to them is prohibited.

Prohibition of Child Labor

- The Dussmann Group expects its business partners to prohibit and prevent any form of child labor in their businesses and to recognize the ILO conventions 138 and 182.

Respect for Human Dignity and the Rights of Individuals

- Equality of opportunity and treatment of all employees shall be promoted independent of skin color, race, nationality, social origin, disability, sexual orientation, political or religious beliefs, gender or age.
- The personal dignity, private sphere and personal rights of each individual shall be respected
- No-one shall be forced to work against their will
- Unacceptable treatment of employees such as physical punishment, sexual and personal harassment and discrimination shall not be tolerated.
- Legally binding national minimum wage levels shall be observed and the rights to freedom of association shall be observed inasmuch as they are legally permitted.
Members of employees’ organizations or trade unions may neither be given preference nor discriminated against.



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Remuneration

- Business partners shall ensure that appropriate remuneration is paid and legally binding national minimum wage levels are observed.

Health & Safety

- Business partners shall ensure safe, healthy working conditions.
- Business partners shall initiate measures to prevent accidents and damage to health in connection with work. Business partners establish systems to identify and react to potential risk to the health and safety of employees. Regular health and safety instruction is given and employees are kept informed. This is documented.

Environmental Protection

- Environmental protection as prescribed by applicable legislation shall be observed.
- Environmental impact is minimized and environmental protection continuously improved.
- An appropriate environmental management is established and applied.

Data Protection

- Business partners observe all applicable legislation concerning the protection of personal data, specifically of employees, business partners and clients.

The Code of Conduct for subcontractors and suppliers shall be consistently applied. Dussmann reserves the right to carry out audits or initiate audit by an independent third party within the terms of legal regulation to monitor compliance. Checks within the operations of subcontractors/suppliers are carried out in agreement with these.

If a breach of the Code of Conduct is determined, Dussmann shall be informed immediately. Should a business partner neglect his duties as prescribed in the Code of Conduct, Dussmann reserves the right to place claims in accordance with contractual regulations. This may lead to a termination of the business relationship.

Any queries concerning the Code of Conduct may be addressed to:

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