

Code of Conduct

Satisfied customers are the most important requirement for the economic success of our company. Providing excellent quality, the best services and competitive prices ensures customer satisfaction.

Motivated and dedicated employees are an essential part of our companies' success. Promoting and utilizing the qualifications and skills of our employees serves not only our own purpose, but that of all parties involved.

Similarly, we are convinced that sustainable and environmentally sound actions significantly contribute to the success of our organization. We protect the environment by using resources sparingly and by avoiding harmful environmental effects.

Labelident is very well aware of its ethical responsibility. This code of conduct reflects that responsibility and lays the groundwork for the standards of our business relationships.

- **Abiding by Laws**

Labelident will abide by all laws applicable to the company. The corporation supports the principles of the „Global Compact“, the “Universal Declaration of Human Rights” (United Nations) as well as the “Declaration on Fundamental Principles and Rights at Work” (International Labor Organization) in accordance with national laws.

- **Ban on Child Labor**

Labelident will observe the guidelines published by the United Nations on human and children's rights. Further, Labelident pledges to abide by the agreement on minimum age for employment (Minimum Age Convention, Article 138) as well as the agreement regarding the prohibition of child labor (Worst Forms of Child Labour Convention, Article 182), published by the International Labour Organization.

- **Ban on Forced Labor**

Labelident does not practice forced labor. Any form of forced labor is prohibited in our corporation in accordance with conventions 29 and 105 of the International Labour Organization (ILO).

- **Ban on Discrimination**

Labelident prohibits any type of discrimination based on age, sex, religion, race, caste, social background, disability, ethnical or national origin, memberships in employee organizations or trade unions, political views, sexual preferences or other personal attributes, in accordance with conventions 100, 111, 158 and 159 of the International Labour Organization (ILO).

- **Health and Safety at the Workplace**
It is self-evident that Labelident will observe safety and health guidelines at the workplace. Various measures and programs are implemented to ensure safety at the workplace in accordance with convention 155 of the International Labour Organization (ILO).
- **Reasonable Remuneration**
Labelident pursues this principle by ensuring that employees are being paid an adequate remuneration, that is sufficient to enable them and their families to lead a decent life. Labelident undertakes to pay at least the statutory minimum wage or, if higher, to grant the standard within the branch. Wages are paid in a timely, regular and complete manner. The level of wages reflects the qualifications and level of education and refers to regular working hours
- **Safety at work**
Labelident respects the workers' right to healthy working conditions. Individuals in need of protection such as young workers, young mothers and pregnant women as well as people with disabilities receive special protection. The active cooperation between the company management and the employees or their representatives is essential to develop systems to ensure a safe and healthy work environment. Labelident takes effective measures to prevent potential accidents, injuries and illnesses of employees that are related to the work process or that occur in the process. As far as justifiable, these measures are intended to reduce the hazards associated with the work environment. Appropriate occupational medical care and the associated facilities are ensured.
- **Special protection for young workers**
Labelident ensures that young people do not do night work and are protected against working conditions that endanger their health, safety, morality and development.
- **Ethical business practices**
Labelident confirms that it is not involved in corruption, extortion or embezzlement or in any form of bribery. Business partners are expected to have accurate information about their operations, structure and performance, and that this information is determined in accordance with applicable regulations and industry benchmarking practices.
- **Environment**
Labelident sees the protection of the environment as an essential part of business management as well as a social obligation. We ensure that all regulatory requirements are established, abided by and maintained in all areas and on all levels of business.

- **Dialog with Business Partners**

Labelident will communicate the principles and standards mentioned in this Code of Conduct to all business partners involved in the supply chain. The company will encourage business partners to implement the same standards.

- **Observance of the Code of Conduct**

Labelident reserves the right to review the observance of the standards of the Code of Conduct of suppliers with adequate advance notice. Labelident encourages its' suppliers to set up their own, binding guidelines for ethical behavior. All violations of the Code of Conduct through suppliers shall be considered a violation of contract on part of the supplier.



Thomas Simon, Managing Director

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