

## Legal, Ethical and Social Commitments

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All Jungbunzlauer production sites and offices adhere proudly to a high standard of social responsibility.

Jungbunzlauer herewith confirms for its facilities in Austria, Germany, France and Canada that they comply with the Local, European and/or Canadian Law on labour, employment, occupational health and safety laying down the rights of employees.

We support a policy with regard to:

- Freely chosen recognized employment relationships  
(abolition of forced or compulsory labour, no harsh or inhumane treatment/punishment)
- Safe and healthy working environment
- Regulated working time according to applicable laws and industry standards
- Wages according to national legal standards
- Forming and joining trade unions  
(freedom of association and the right to collective bargaining)
- Ban of child labour
- Ban of discrimination for any reason  
(equality without distinction to race, sex, language, religion etc.)
- Zero tolerance of any kind of corruption, bribery, fraud etc.

At Jungbunzlauer we strive to provide our customers with products and services that meet today's market demands also on legal-, ethical- and social correctness among the whole supply chain. Our Corporate Social Responsibility Policy is available on request.

Jungbunzlauer does respect the rules of conduct stated in the International Labour Organization's Fundamental Conventions as well as the Universal Declaration of Human Rights.

We meet the requirements of the Social Accountability 8000 (SA 8000) as well as BSCI Code of Conduct.

We have a system in place to assure the compliance of our suppliers to the above mentioned principles, standards and/or codes of practice.

Jungbunzlauer is a member of SEDEX (Supplier Ethical Data Exchange).  
Company Reference Jungbunzlauer International AG: ZC1032576