



Schwartauer Werke - Code of Conduct

Long-term success, sustainability of business decisions and creating value for society are determining factors for Schwartauer Werke business activities. We want to provide our customers with high-quality and safe products, thereby acting in accordance with the principles of the United Nations Global Compact (UNGC) and the International Labour Organization (ILO). We work with integrity, loyalty and honesty and always in accordance with legal requirements.

Health and Nutrition of Consumers

We are committed to enhancing the quality of life for our consumers with nutritious and delicious products. For this reason, we use high quality ingredients, avoid unnecessary additives and develop our formulations based on facts backed by scientific research.

We produce products in accordance with the latest scientific findings and technology and take innovations for increasing food safety into consideration.

Quality Assurance and Product Safety

We are committed to complying with all the relevant legislation and the internal and external requirements relating to food safety and quality. We do not make any compromises when it comes to the safety of our products in order to ensure that the consumer receives a flawless, high-quality product. On the basis of our quality policy and the management systems implemented, all activities and processes along the entire supply chain – from producer to consumer – are directed and monitored so that the products we offer arrive on the market safely.

Human Rights

We follow the principles of the United Nations Global Compact ([UNGC](#)) on respecting human rights and working conditions. Like the UNGC, we base labour-related issues on the conventions of the International Labour Organization (ILO).

Prohibition of Discrimination/Equal Opportunities

We do not discriminate against anyone on the basis of gender, age, health, race, nationality, language, family circumstances, social origins, religion or belief, political opinion or physical or mental disability. Vacancies are advertised without discrimination in accordance with the requisite qualifications and requirements. Employees are employed here exclusively on the basis of their work performance.

[\(UNGC 6, ILO C100, ILO C111\)](#)

Child Labour

We respect the minimum age for admission to employment recommended by the International Labour Organization.

[\(UNGC 5, ILO C138, ILO C182\)](#)

Forced and Compulsory Labour

We firmly reject any form of forced and compulsory labour.

[\(UNGC 4, ILO C29, ILO C105\)](#)

Safety in the Workplace

We consider our employees to be our most important asset. A proactive approach to prevent accidents, injuries and illnesses is part of the Schwartauer Werke corporate philosophy. Thanks to our efforts for enhancing safety in the workplace, the number of injuries and illnesses is constantly decreasing, therefore contributing to the wellbeing of individuals and the success of the company. We have clear regulations on health protection and safety in the workplace and comply with the relevant legal provisions.



Freedom of Association

We respect our employees' right to freedom of association and collective bargaining in accordance with applicable national law. This means that employees may join a union of their choice.

[\(UNGC 3\)](#)

Anti-corruption

In accordance with the principles of the United Nations Global Compact, we fight all forms of corruption.

[\(UNGC AC\)](#)

Anti-competitive Behaviour

We are committed to open and competitive markets and are committed to the principles of free competition. We neither participate in anti-competitive business practices nor abuse dominant market positions. This means that we do not participate in cartels, fix prices or collude to allocate markets.

Environment

We take initiatives to raise the sense of responsibility for the environment and promote the development and use of environmentally friendly technologies. Our certification in accordance with ISO 14001 and ISO 50001 means that we are committed to continually improve our environmental performance, focusing on reducing energy consumption.

[\(UNGC ENV\)](#)

We expect our business partners and employees to comply with these principles.

Thank you for your support.