



Fachverband Schaumkunststoffe und Polyurethane e. V.

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Compliance and Code of Conduct for the Polyurethane and Foamed Plastics Industry

1.) Introduction

We are a company of the polyurethane and foamed plastics industry. In Germany the polyurethane and foamed plastics industry comprises about 1000 companies with approx. 60,000 employees. Together we process approximately 1.5 million tons of polyurethane, and foams made of polyethylene, polypropylene, rubber, melamine resin, etc. and achieve a turnover of about € 9 billion per year. The companies in our industry produce a wide variety of very different products and semi-finished products, especially in the sectors construction (e.g. insulation), vehicles, furniture, mattresses, medical apparatus industry, shoes, refrigeration / air conditioning technology, packaging, and countless other technical applications (e.g. adhesives, paints, filters, rolls, or sealants).

Our company is a member of the Specialist Association Foamed Plastics and Polyurethanes (FSK) an association with approx. 150 member companies throughout the entire value chain, from raw material producers to processors to OEMs. As producers and employers, the members of the FSK are aware of their social responsibility.

The self-commitment at hand expresses the aspiration of our company to contribute to promoting fair and sustainable standards, in the company, when dealing with competitors, in terms of environmental protection, industry organization and communication. We are convinced that utmost product and service quality, along with corresponding process quality, must go hand in hand and that consumers and clients can expect this. Thus being, this Code of Conduct forms the basis for a continuous improvement of our company performance.

The principles defined in the Code are directly applicable in all locations and business units. In addition, we as a company demand the implementation of these, or similar principles, along the supply chain.

2.) Corporate culture and work environment

Moral integrity, justice and the law

Our company complies with universal human rights as well as prevailing laws and statutes, and demands the same from our suppliers and associates. We orient our activities towards universally held ethical values and principles, in particular integrity, honesty, respect of human dignity, openness and non-discrimination of religion, ideology, gender, and ethnicity.

International law

Due to our international operations, we are concerned with corresponding rules governing foreign trade, taxation and customs laws. We comply with these rules and take every measure to implement these laws.

Privacy Policy

We maintain a safe handling of the personal data of our employees, business partners and customers. Personal data will only be collected if permitted by law or by consent of the person concerned.

Corporate Citizenship

The principle of recognition is an integral part of our corporate and management culture. We stand for fair and respectful dealing with each other.

In addition, the social commitment of our company is demonstrated by civic involvement with positive contributions to society (e.g. in exchange with other companies/cities/towns/interest groups/associations or by sponsoring, positive presence etc.).

Promotion and training of employees

We see the training of young people as an important social task. We therefore strongly support the introduction of young people and their further development in professions. Further training of our employees also has a very high priority in our company. We therefore encourage the personal and professional development of our employees in accordance with their suitability and qualification.

Personnel development and promotion is an important tool for strengthening competitiveness.

Forced labour

We reject any form of forced labour, including forced labour in prisons and debt bondage.

Child labour

We do not tolerate child labour and any form of exploitation of children and adolescents.

Harassment

All employees are seen and respected as individuals and will not be subjected to any corporal punishment or other physical, sexual, psychological or verbal harassment or acts of abuse.

Compensation

Compensation, including wages, overtime and benefits must be equal to or exceed levels stipulated by applicable laws and regulations or collective agreements, which are already in force. Compensation for full-time employment must be sufficient to meet the employee's fundamental needs. Wages shall be paid in a practical way, and pay slips must be provided in a suitable manner.

Working hours

Unless national regulations stipulate a lower maximum number of working hours, and except in exceptional business circumstances, employees will not be required on a regular basis to work a standard working week in excess of 48 hours per week or total weekly working hours in excess of 60 hours (including overtime). Employees are to be given the equivalent of at least one day off in every 7-day period. We comply with legal regulations.

Non-Discrimination

With respect to all employment decisions, including but not limited to hiring and promotion, compensation, benefits, training, redundancies and terminations, all employees will be treated strictly in accordance with their abilities and qualifications.

Health and Safety at Work

Occupational health and safety regulations are strictly adhered to in order to prevent accidents and bodily injuries. We consider the health of our employees a valuable asset and very important goal. We will take all necessary health and safety measures.

Freedom of assembly and collective bargaining

We recognize and respect the statutory right of employees to freedom of assembly, representation by unions and collective bargaining.

3.) Competition law

Fair competition

We commit without restriction to the principles of the social market economy and fair competition. We pursue corporate goals solely on merit and in accordance with applicable competition rules. We also expect this from our competitors and business partners.

Business relationships

Business relationships are initiated or maintained according to objective criteria, e.g. according to quality, technological standard and reliability of the business partner. Commercial decisions, advisory services or recommendations of employees will not be influenced by private interests or induced by material benefits.

Anti-corruption

We reject corruption and bribery in accordance with the relevant UN Convention (from 2005). At the same time, and in an appropriate manner, we encourage transparency, acting with integrity and responsible leadership in our company. Every employee is obligated to perform his/her duties and functions only by fair means and within the context of what is legally permissible.

Antitrust and competition regulations

The company commits to fair competition. Competition protective laws, in particular antitrust and other competition regulating laws will be observed. Impermissible agreements to fix prices or other conditions, production programs, sales territories or customers, as well as an abuse of market power are contrary to the principles of our company. It is hereby irrelevant whether this pertains to an agreement or to informal talks - even outside official events.

Handling of confidential information and the property of others

The protection of confidential information, knowledge or trade secrets is matter of course in dealing with business partners and companies in the supply chain. Disclosure of customer specific or internal information may take place only after rigorous review. We respect the intellectual and material property of others and expected this as well from other companies.

4.) Environment, innovation and law

Innovation, Progress

We are in permanent competition for the best products and services. We develop our products in an environmentally friendly, where possible, state of the art manner, in the interest of innovations and in correspondence with the needs of our customers.

Environmental Protection & Environmental Law

Environmental protection issues are extremely important to us. To conserve soil, water and air, we strictly adhere to environmental laws. Our employees are encouraged to strictly implement and comply with relevant rules. In doing so we not only observe national regulations that apply to the specified site, but also higher-level regulations, e.g. international climate protection.

Handling of chemicals

In addition, we are aware of our responsibility when handling chemicals. We thus, at all times, comply with the current legislation regarding chemicals regulation. We observe all regulations for the safe handling of chemicals in our plant operations and our staff is trained and protected accordingly.

Labelling of products

We place high demands on our products, in doing so we comply with all standards and policies. We label our products accordingly, thus allowing a safe handling by purchasers and consumers.

Product Safety and Product Stewardship

Our products are designed and manufactured under strict application of quality management systems. We monitor our products on the market and examine all safety issues. If necessary, we will inform responsible authorities and all necessary measures to protect our customers will be immediately taken.

Recycling and recovery

In accordance with our high technical demands and our responsibility for environmental protection, we take the entire life cycle of our products into account. We therefore use means and resources efficiently, consider thoughts on eco-design in our product development and, whenever possible, use recycled materials in our production.

5.) Industry organization and communication

Communication

We communicate requirements affiliated with this code - in an appropriate manner - to all of our employees and business partners.

Transparency and consumer dialogue

The company recognizes the right of consumers for important product and process information, needed for a qualified purchase decision. Corresponding information will be defined, made available to the public and suggestions and comprehensible, constructive complaints will be dealt with effectively.

Industry organization

We are a member of industry associations or chambers and corporations under public law. Company representatives are encouraged to adhere to the Code of Conduct and comply with competition law.