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1 General

As part of our commitment to decency to following the values defined in the REMBE® code of conduct RECODE, we expect our vendors to follow comparable standards with reference to their conduct. Our expectations are set out in this Code of Conduct for Vendors (RECODE-S) which you, as a vendor are obliged to follow.

2 Scope

This Code of Conduct applies to all vendors of REMBE®, its parent companies and subsidiaries, as well as vendors and contractors.

3 Human rights

The vendor pledges to respect internationally recognised human rights and to comply with the following principles and conventions.

4 Forced labor

We reject forced labor of any kind and respect the principle of freely chosen employment. In accordance with ILO Conventions 29 and 105, the vendor pledges, under no circumstances to use or benefit from forced or compulsory labor or any other form of slavery or human trafficking.

5 Child labor

We are against any form of exploitation of children. Our vendors pledge not to provide employment to children below the minimum age agreed in the international standards. We condemn any form of exploitation of children and our vendors exclude the employment of children who have not yet reached the minimum age set out below. Every child must be protected from economic exploitation and from having to carry out work that is considered hazardous, has a negative impact on the child's education, or interferes with the healthy development of the child.

According to ILO Convention 138, the minimum age for admission to employment or work is 15 years. It is 14 years in the countries referred to in Article 2.4 of the Convention. The minimum age for hazardous work is 18 years in all countries.

6 Equal rights and fair treatment

We reject any form of unfairness and discrimination. In accordance with ILO Convention 111, the vendor must prevent any form of discrimination in the workplace. He pledges not to tolerate any physical, psychological, sexual or verbal abuse.



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7 Right of association and collective bargaining

According to ILO Conventions 87 and 98, the vendor must grant its employees the right to form or join unions and the right to bargain collectively in accordance with applicable laws and regulations.

8 Working time and free time

Working hours must meet the requirements of all applicable laws. Overtime may only be provided voluntarily and must be paid at a higher rate in accordance with the mandatory statutory provisions. Employees must be provided with a rest period in accordance with locally binding statutory provisions.

9 Wages and benefits

Wages, benefits and payment of overtime must at least meet or exceed the requirements of national laws and regulations. The vendor grants the legally prescribed services such as continued payment on public holidays, paid annual leave, sick leave and parental leave. Disciplinary measures in the form of salary deductions are prohibited.

10 Health and safety

The vendor meets the requirements of all applicable health and safety laws at work and prevents work-related injuries and illnesses in accordance with ILO Convention 120 and International Occupational Safety and Health Directives.

11 Environmental protection

The vendor complies with all applicable environmental protection laws and minimizes the environmental impact of its business activities.

12 Material compliance and material conflict

The vendor ensures that goods and materials supplied to REMBE® are not sourced in an illegal or unethical manner.

The vendor ensures that, in the case of REMBE® P. O. for conflict materials (tantalum, tin, tungsten, gold etc.), they are not sourced from the Democratic Republic of the Congo (DRC) or adjoining countries.



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13 Conflicts of interest

The vendor ensures that situations in which his interests conflict with the business interests of REMBE® are avoided.

The vendor informs REMBE® immediately if a conflict of interest becomes known. This also applies to REMBE® employees who have a financial stake in the vendor's company or who are in a different relationship with the vendor.

14 Abiding the law

Any form of corruption, bribery and unfair business practices is strictly prohibited. The vendor complies with all applicable legal provisions.

15 Agreement

The vendor agrees to this Code of Conduct without any changes or exceptions. It is the vendor's responsibility to ensure the implementation of the Code of Conduct. The vendor informs employees and subordinate vendors about the requirements of this Code of Conduct. The vendor reports alleged violations of this Code of Conduct and the applicable laws to info@rembe.de.



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REMBE® GmbH Safety+Control

Gallbergweg 21
59929 Brilon, Germany
T +49 2961 7405-0
F +49 2961 50714
info@rembe.de
www.rembe.de