

Weltbild

Social Code

**Social standard directives
for business relations with
Weltbild**

Preamble

Human rights and the dignity of each individual must be respected and protected. Every individual must exist under viable living conditions. The Social Code was developed to support the protection of human rights and the freedom of each individual.

Through this Social Code, Weltbild defines and establishes requirements that all business partners and suppliers must comply with. The Code serves as the basis for all business partnerships.

1. Voluntary employment

Each individual must perform his work on a voluntary basis. Any form of forced labor or slave work during imprisonment or during serfdom is prohibited. Any illegal form of employment is also prohibited. Each individual's identity must be preserved. Among other things, employees cannot be forced to deposit their identification papers with the employer.

2. Child labor

Child labor is not used, because it is prohibited. A child is defined as every person under the age of 15 or 14 years, as long as this is in compliance with the ILO (International Labour Organization) conventions. If regional laws mandate higher age barriers, then compliance with those rules is required. Each child has to be protected from exploitation and from work that impedes its psychological, mental, moral, or social development.

3. Discrimination

Discrimination of any kind is prohibited. Equal treatment and equal opportunities are to be guaranteed for all employees, regardless of race, skin color, gender, religious faith, political views, nationality, social heritage, culture, or other characteristic features.

4. Working conditions

Working conditions must be humane. Salaries and other benefits must, at least, meet the minimum legal requirements or correspond with the greater compensation levels typically found in the respective countries or industry branches. Salary and other benefits must be paid out regularly. The working hours must comply with the legal regulations outlining work times and with applicable law. Housing and other facilities provided by the employer must offer humane conditions and, at least, meet the minimum legally mandated safety requirements. Physical abuse or the threat of abuse, degrading or unjust punishment, physical punishment, sexual or other harassment and intimidation by the employer are strictly prohibited.

5. Safety and health

A safe and hygienic working environment, promoting maximum health and work safety at the workplace, must be guaranteed.

Violations of the Social Code that come to the attention of Weltbild can lead to a termination of business relations.