

Westhafen Pier 1 GmbH

Code of Conduct for Business Partners

Version: August 2023

Westhafen Pier 1 GmbH attaches great importance to ethical principles and expects all business partners to observe the same ethical principles in their actions. This Code of Conduct therefore sets minimum standards for the business relationship.

Laws and ethics:

Business partners commit to comply with any and all applicable legislation and regulations as well as international standards and agreements, such as the UN Global Compact, the UN Universal Declaration of Human Rights, the UN Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Declaration on Fundamental Principles and Rights at Work.

Human rights and working conditions:

- Child labour: Business partners cannot employ children under the statutory minimum employment age. The minimum working age is 15 years, even if local regulations allow children to be younger.
- Forced labour: Forced labour, debt bondage, and modern slavery are strictly prohibited. Work must be voluntary and employees retain control over their personal documents.
- Remuneration and working hours: Business partners must comply with any and all national working time regulations and ensure fair remuneration in accordance with local minimum wage legislation.
- Freedom of association: The free decision of employees to join trade unions is respected and protected.
- Diversity and inclusion: Business partners and trades should promote a working environment that values diversity and does not discriminate against anyone on the basis of gender, ethnic origin, religion, age, disability, sexual orientation or identity.

Occupational health and safety

We expect our partners to guarantee a high level of occupational health and safety. Compliance with the applicable health and safety regulations and regular risk assessments are essential.

Confidentiality and data protection:

Business partners respect data protection regulations and protect personal data in accordance with applicable legislation. Confidential information is appropriately protected and not disclosed without consent.

Environmental protection and sustainability:

We expect our business partners to comply with any and all applicable environmental legislation, regulations, and standards and to take appropriate account of environmental and climate protection in their own business activities, e.g. by setting climate protection targets and implementing them accordingly.

Environmentally friendly cleaning agents and processes

We encourage our cleaning partners to use environmentally friendly cleaning agents and processes that contain fewer harmful chemicals and are biodegradable. The deployment of chemically aggressive or environmentally harmful cleaning agents is strictly prohibited. As far as technically possible and commercially reasonable, only ecologically safe cleaning agents are used, i.e. those that were awarded the “Blauer Engel” environmental label or other type I environmental labels in accordance with ISO 14024.

Water efficiency and resource conservation

The reduction of water consumption is an important aspect of our environmental protection strategy. Our cleaning partners are encouraged to use water-saving technologies and to use water consciously.

Energy efficiency of appliances

To minimise energy consumption, we encourage our business partners to use energy-efficient appliances.

Waste management and recycling

Our business partners are required to practise careful waste separation and disposal. Recycling programmes should be comprehensively implemented to extract recyclable materials, e.g. paper, plastic, and glass, from the waste stream. In particular, packaging materials should be minimised or reused. The use of single-use plastic products should be minimised and, wherever possible, environmentally friendly alternatives are preferred.

Combating corruption and ethical behaviour:

Business partners commit to comply with all anti-corruption legislation and regulations and do not offer any unauthorised advantages to influence business transactions. Conflicts of interest must be disclosed in order to ensure independence and objectivity.

Continuous improvement:

Business partners are invited to propose innovative ideas for social, commercial, and ecological improvement.

Compliance with the Code of Conduct

Westhafen Pier 1 GmbH reserves the right to review compliance with this Code of Conduct and to take appropriate measures in the event of violations. The principles set forth in this Code of Conduct reflect our values and commitments to customers, employees, communities, and the environment.