

## Code of Conduct

We are committed to conducting all of our business in an honest and ethical manner. We uphold a zero-tolerance approach to bribery, corruption and infringement of human rights, and embrace professional, fair and honest conduct in all of our business relations.

The [BSCI Code of Conduct](#), the ten basic principles of the [UN Global Impact](#), coupled with specific [ILO-Standards](#), form the basis of our code of conduct.

### Human rights: Principle 1 and 2; ILO C148, C155, C161

CARINI is committed to upholding and promoting human rights in accordance with the UN Human Rights Charter. These include

- the preservation of health and safety at work, especially ensuring a safe and healthy work environment to prevent accidents and injuries.
- the protection of privacy.
- the protection of employees from physical punishment and physical, sexual, psychological or verbal harassment or abuse.
- the protection and safeguarding of the right to freedom of opinion and expression.

### Labour standards: Principals 3-6; ILO C8, C182, C29, C105, C138, C100, C111, C87, C98, C154

CARINI pledges to pay any remuneration or compensation in accordance with the applicable laws and regulations. The legally permissible maximum working hours are also observed. Every employee has the right of freedom of assembly.

Forced and child labour are prohibited in any form. The minimum age of employment must not be less than 15 years.

CARINI is committed to ensuring the non-racist and non-discriminatory treatment of all employees. Cases of racism and discrimination can be reported to the [Equal Treatment Commission](#). The reporter shall not incur any disadvantage, sanction or retaliation.

CARINI communicates in an open and dialogue- focussed manner concerning this code of conduct and its implementation in relation to employees, customers, suppliers and other interested parties and stakeholders.

All documents are duly compiled, properly stored and not dishonestly used, or destroyed. We observe data protection regulations. Company secrets and business information relating to partners are handled sensitively and confidentially.

As far as consumer interests are concerned, CARINI complies with consumer protection regulations and appropriate sales, marketing and information practices. Particularly vulnerable groups enjoy special attention (e.g. child protection).

### **Environmental protection: Principles 7-9; ILO C170**

With our products and services, we make an active contribution to environmental protection. CARINI is committed to meeting all legal and regulatory as well as normative requirements in accordance with ISO 14001 and to using natural resources, energy and space in an efficient manner. All employees are aware of their responsibility for environmentally conscious conduct. As far as CARINI can exercise influence, no conflict minerals from conflict areas are used.

### **Fight against corruption: Principle 10**

CARINI rejects corruption and bribery. Transparency, integrity and responsible leadership and control in the company are encouraged in a suitable manner.

CARINI pursues clean and recognised business practices and fair competition. Concerning competition, CARINI focuses on professional behaviour and quality-oriented work. We maintain a collaborative, trusting relationship with supervisory authorities.

Cases of corruption can be reported anonymously on the website of the [Austrian Public Prosecutor's Office](#) for Combatting Economic Crimes and Corruption. The reporter shall not incur any disadvantage, sanction or retaliation.