

Code of Conduct for Suppliers

Introduction

The Schön Klinik Group is committed to ecologically and socially responsible corporate management. We strive to optimize our business activities and our services in terms of sustainability and ask our suppliers to contribute to this in the sense of a holistic approach.

For future cooperation, the contracting parties agree to apply the following regulations for a joint code of conduct. This agreement shall form the basis for all future deliveries. The contracting parties undertake to comply with the principles and requirements of the Code of Conduct. This agreement comes into force upon signing. A breach of this Code of Conduct may be reason and cause for the company to terminate the business relationship, including all associated supply contracts.

The Code of Conduct is based on national laws and regulations, as well as international conventions, such as the United Nations Universal Declaration of Human Rights, the Guidelines on the Rights of the Child and Business Conduct, the United Nations Guiding Principles on Business and Human Rights, the International Labor Standards of the International Labor Organization and the United Nations Global Compact. We expect our suppliers to comply with all relevant laws and regulations as well as the requirements of standards.



Requirements for suppliers

Social responsibility

Human rights

The supplier respects the personal dignity, privacy and human rights of every individual. The protection of internationally recognized human rights must be supported. The supplier must prevent involvement in human rights violations.

Discrimination, inclusion and diversity

Discrimination against employees in any form is not permitted. This applies, for example, to discrimination based on gender, race, caste, skin color, disability, political conviction, origin, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected. The supplier promotes equal opportunities in the workplace and equal treatment of its employees regardless of skin color, nationality, social origin, possible disability, sexual orientation, political or religious conviction, gender or age.

No harassment and no coercion

The supplier does not tolerate any behavior (including gestures, language and physical contact) that could be considered sexual, threatening, abusive or exploitative.

Fair working conditions

The supplier shall remunerate its employees appropriately and ensure payment of the legally stipulated national minimum wage. Working hours must comply with applicable laws or industry standards.

Exclusion of forced labor

No forced labor, slavery or comparable work may be used. All work must be voluntary and employees must be able to leave work or the employment relationship at any time. Furthermore, there must be no unacceptable treatment of workers, such as psychological violence, sexual and personal harassment.

Prohibition of child labor

Child labor may not be used in any phase of production. Every supplier is required to comply with the recommendation from the ILO conventions on the minimum age for the employment of children. Accordingly, the age should not be less than the age at which compulsory education ends and in any case not less than the age of 15.

Health and safety

The Supplier shall take appropriate safety measures to effectively protect its employees from accidents, chemical, biological and physical hazards and occupational diseases, including employee training and the use of personal protective equipment.

The Supplier shall identify and effectively prevent relevant risks and emergency situations in the workplace, in the public environment and in the living quarters provided by the company and shall ensure appropriate emergency plans, regular safety training and response procedures.

Freedom of association

The supplier respects the right of workers to freedom of association, to join trade unions, to appeal to workers' representatives or to join works councils in accordance with local laws. Workers must be able to communicate openly with management without fear of repressions or harassment.

Ecological responsibility

Conservation of resources

The supplier practices a systematic development of products and services that helps to reduce the use of energy, water and other raw materials along the entire product life cycle.

Avoidance of critical ingredients

To protect life on land and under water (biodiversity), the supplier opts for environmentally friendly raw materials wherever possible. Chemicals or other materials that pose a risk if released into the environment must be identified and handled in such a way that safety is ensured when handling, transporting, storing, using, recycling or reusing and disposing of these substances.

Reduction of waste

The Supplier shall minimize waste and promote a circular economy by manufacturing or using recyclable products and packaging and facilitating the return of recyclable materials for recycling.

Reduction of greenhouse gas emissions

The supplier effectively reduces the carbon emissions associated with its business activities. In doing so, it supports bundled orders where possible to minimize the carbon footprint for transportation.

Operational environmental management system

The supplier complies with legal requirements and international standards for environmental protection. The supplier sets up an environmental management system or applies a comparable system (e.g.: 14001 / EMAS).

Ethical responsibility

Compliance with laws

The supplier fully complies with the laws of the applicable legal system.

Fair competition

The rules for fair competition are an essential requirement for a performance-oriented market economy in order to promote economic efficiency, development and innovation. Therefore, the supplier respects and promotes fair competition and acts in accordance with all applicable competition and/or antitrust laws.

Prohibition of corruption and bribery

The supplier does not tolerate any kind of corruption, bribery or extortion, nor does it participate in any form of such. This also includes any illegal offers of payment or similar benefits to public officials in order to influence their decision-making. Our employees are not offered any gifts or personal benefits that could be construed as bribery. Under no circumstances are gifts or hospitality offered to improperly influence a business relationship or that violate applicable law or ethical standards.

Anti-Money Laundering

The supplier shall comply with all applicable anti-money laundering laws and implement the necessary measures to prevent money laundering activities. We only accept funds from legitimate sources.

Sustainability information

The supplier discloses all available sustainability data and reports on its business activities truthfully and completely, and in accordance with the relevant calculation and disclosure standards.

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Provision of product data

The supplier shall provide the relevant and sustainability-specific product data along the product life cycle wherever possible.

The supplier must inform us immediately of any legal action, government investigation or criminal prosecution that may affect their performance in relation to the business with us or potentially adversely affect our reputation or that of our members.

Data Protection

The Supplier shall manage and protect all personal data in accordance with applicable law, in particular the European General Data Protection Regulation (GDPR).

Confidentiality

The supplier respects the confidential business information of others and protects corresponding rights. Intellectual property rights must be respected. Technology and know-how transfer must be carried out in such a way that intellectual property rights and customer information are protected.

Identification of concerns

The Supplier shall encourage its employees to report concerns, complaints or potentially unlawful activities in the workplace or in business activities in confidence, without threat of reprisal, intimidation or harassment, and shall provide them with appropriate resources. The supplier shall investigate such reports and take corrective action as necessary.

Supply Chain

Subcontractors

The supplier complies with the previously formulated requirements and standards within its supply chain by engaging and evaluating its contractors in a consistent manner.

Regulation of the supply chain

The supplier complies with all applicable laws and regulations regarding the management of its supply chains. This applies, among other things, to all social and environmental due diligence obligations as well as special requirements, such as the EU Conflict Minerals Regulation.

Local communities

The supplier respects the economic, social and environmental interests of local residents in the area of its operations or production facilities.

Implementation of the requirements

We expect our suppliers to identify risks within their supply chains and to take appropriate measures. In the event of suspected violations and to safeguard supply chains with increased risks, the company requires disclosure of the supply chains.

The Schön Klinik Group reserves the right to take appropriate measures against suppliers who do not fulfill these requirements, which may ultimately lead to the suspension or termination of a supply relationship.

Acknowledgement and consent of the supplier

By signing this document, the supplier undertakes to act responsibly and to adhere to the principles and requirements listed.

We hereby confirm:

1. we have received the “Code of Conduct for Suppliers” (hereinafter “Code of Conduct”) and undertake to comply with the principles and requirements of the Code of Conduct insofar as these go beyond our obligations arising from the supplier contracts with the Schön Klinik Group.
2. we recognize that the provisions expressed in this Code of Conduct are an important part of supplier selection and evaluation.
3. we agree that the Schön Klinik Group has the right to carry out audits by prior appointment in order to check compliance with the Code of Conduct in our own or commissioned production facilities, depots or warehouses.
4. In the event of a breach of the principles and requirements contained in the Code of Conduct, we will inform the Schön Klinik Group immediately. In the event of publicly expressed complaints, e.g. in the media, about an alleged violation of the principles and requirements contained in the Code of Conduct or about other incidents that could lead to damage to the reputation of the Schön Klinik Group, we will immediately provide the Schön Klinik Group with a written company statement on the allegations upon request.
5. we accept that the Schön Klinik Group has the right to terminate existing supplier contracts and/or orders based thereon without notice and compensation if we: a) violate the principles and requirements of the Code of Conduct or b) do not sufficiently fulfill our obligation to cooperate.
6. to the extent that a quick remedy is possible on our part, the Schön Klinik Group may only exercise the right of termination under this declaration if a reasonable deadline set by the Schön Klinik Group has elapsed without success.
7. we agree that this declaration shall be subject to the same substantive law, legal process and jurisdiction as agreed for supplier contracts and/or orders with the Schön Klinik Group. To the extent that such agreements do not exist (with the exception of standards that refer to other provisions), this declaration shall be governed by the substantive law, jurisdiction and venue of the registered office of the Schön Klinik Group.
8. we agree that the Schön Klinik Group may review and amend the above Code of Conduct in accordance with changes in relevant legislation, the UN Sustainable Development Goals or the principles of the UN Global Compact. In this case, the Schön Klinik Group will inform us accordingly.

Place, date

Name and signature, company stamp