



NOBEL
MANUFACTURE

Suppliers' Code of Conduct

PREFACE

Nobel Manufacture undertakes to conduct its business on an ethical, legal and responsible basis. We work with a sustainable supply chain and display a strong business ethic.

The present “Code of conduct” establishes our requirements regarding our suppliers of services or products, in the matter of compliance with laws and regulations, professional ethics and the protection of the environment. We attach great importance to compliance with the laws and national and international agreements.

1. COMPLIANCE WITH LAWS AND REGULATIONS

Suppliers must comply with all local laws and rulings on employment in the countries with whom they deal. Suppliers adhere to the principles set out below.

1.1. Prohibition of discrimination

Suppliers must comply with all laws and regulations prohibiting discrimination regarding access to employment and equal pay.

1.2. Prohibition of forced labour

Suppliers must not on any account have recourse to forced labour, labour under duress or any form of violence. Suppliers must be in a position to protect their employees against any psychological and physical harassment or any form of poor treatment.

1.3. Prohibition of child labour

Recourse to child labour is strictly forbidden. The minimum required age is 16 years if the work is done within a programme of professional apprenticeship. In any other circumstance, the minimum required age is 18 years.

1.4. Health and safety

It is expected that the suppliers should provide a healthy and secure working environment, in accordance with the current laws, regulations and sectorial standards, to avoid any accident which may be caused by the work. The national and international regulations regarding health must be complied with. During times of a health crisis, suppliers must comply with the national and international laws and regulations to ensure the health of their employees.

1.5. Freedom of trade union representation

Suppliers must respect the right of employees to set up and belong to unions and conduct collective negotiations in accordance with the laws of the country where they are employed.

1.6. Working conditions

Suppliers must treat employees in a fair and ethical fashion by providing appropriate working conditions and respecting each person's dignity. These conditions comprise, at a minimum, access to drinking water, toilet facilities, and emergency medical care, fire safety equipment as well as adequate ventilation and lighting.

1.7. Remuneration

Suppliers must comply with all current laws, regulations and sectorial standards in the matter of wages and services. Suppliers must guarantee a minimum monthly wage. Additional hours must be remunerated at the legal rate.

2. PROFESSIONAL ETHICS

Suppliers must comply with all current national and international laws and regulations, particularly regarding corruption, conflicts of interests and confidentiality.

2.1. Fight against corruption

Suppliers must on no account, either directly or indirectly, become involved in any act of corruption, extortion, embezzlement or any other form of influence peddling. These practices cover, but are not limited to, the promise, offer or acceptance of improper advantages, whether financial or not, such as retro-commissioning, gifts and invitations at an inappropriate value. All non-ethical business practices are forbidden.

2.2. Conflicts of interests

Suppliers must inform Nobel Manufacture of any situation liable to be considered as a conflict of interests and apply the current rulings in the case of a conflict of interests.

2.3. Confidentiality

Suppliers are aware of the importance of confidentiality in our sphere of work. They must take appropriate measures to guarantee the confidentiality of information communicated within the context of business relationships.

3. RESPECT FOR THE ENVIRONMENT

Suppliers recognise that environmental responsibility forms an integral part of the process of the manufacture of quality products and endeavour continually to improve their environmental performance. Suppliers must comply with all current laws, regulations and sectorial standards regarding the environment, at local and international levels.

Suppliers evaluate their performance regarding the protection of the environment thanks to the association of leather workers which adheres to a high environmental standard.

3.1. Establishment of a sustainable development policy

The supplier must set up a policy and procedures aiming to identify, prevent and minimise possible negative environmental impact associated with its activity.

3.2. Respect for and well-being of the animal

As far as this applies to the suppliers' activity, animals must be treated decently and their well-being taken into account.

3.3. Waste and sewage

Suppliers must minimise their production of waste and sewage to limit pollution. Suppliers must be situated near a water treatment plant so as to avoid any pollution.

3.4. Chemical products

Suppliers must make sure that chemical products are handled, stocked and disposed of in complete safety and in compliance with the environmental standards. All chemical products must be used in accordance with European regulations concerning this type of product.