

# Code of Conduct



REIFF undertakes to require its suppliers and cooperating companies to abide by the same criteria and standards as those that underpin its own activity in terms of sustainability.

The companies' endeavours are based on mutual respect and their conduct towards people, nature and the environment. REIFF is at pains to implement the goals of the International Labour Organisation in all matters and to expect the same of the companies doing business with REIFF. Improving the working and living conditions for employees, both our own and those who are affiliated with the REIFF economic process, is the ultimate desirable outcome.

Reiff ensures an appropriate remuneration for its employees and aligns itself with the statutory determined national minimum wage.

No employee may be exposed to situations that pose a danger to life and limb. Neither machinery nor the work environment must be permitted to pose a tangible risk. Safety and fire protection are to be complied with at all times.

REIFF is explicitly and unconditionally opposed to child labour.

Children who embark on full-time employment instead of compulsory universal schooling are being deprived of the means of a responsible and necessary control over their lives along with the right to appropriate education.

REIFF therefore champions a ban on child labour among its international partners.

Equally, REIFF does not tolerate corruption or bribery in any form.

All REIFF-affiliated companies and suppliers commit themselves to a fair market economy and compliance with all typical national laws and standards.

REIFF also assumes responsibility for reducing waste and emissions in the atmosphere, water and soil, for the safe and environmentally-friendly handling of chemicals as well as the safe handling, storage and disposal of hazardous substances and makes its contribution to the recycling and recovery of materials in the context of sustainability.