

Blum Supplier Code of Conduct



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What we expect from our suppliers and partners in the supply chain

Our self-image, how and with whom we do business

Our Code of Conduct sets out how we do business as Blum Group. It contains the fundamental principles of our self-image, represents a deliberate self-commitment and takes into account the United Nations' Sustainable Development Goals. This self-image goes hand in hand with doing business globally with partners who also act in accordance with these principles, raise awareness of human rights and environmental topics among their employees and demand the same in turn from their business partners.

In addition to our Code of Conduct, our Supplier Code of Conduct focuses on matters relating to the supply chain for our products and services and defines the human rights and environmental requirements that we place on our partners in the supply chain. This also aligns with our own set of values.

For careful interaction with people and nature throughout the entire supply chain

In this regard, we are committed to the principles and provisions of national and international human rights and environmental law and ensure that these basic principles are adhered to across the entire supply chain both, for our products and services. The supplier is obligated to ensure that his/her suppliers also comply with these principles.

In addition to ourselves, we therefore expect that our partners in the supply chain also adhere to the relevant laws, regulations and provisions that create a **decent working environment**. This relates, in particular, to:

- Rejection of any kind of child labour, slave labour, forced labour or other slavery-like practices and any kind of exploitation of power or coercion.
- Creation of work models which support the health, safety and morals of all involved.
- Protection of workers' health (for example with appropriate safety standards, protective measures, sufficient accident and health insurance, appropriate working hours, breaks, training opportunities and instruction).
- Ensuring freedom of association as well as the rights of indigenous people.
- Rejection of discrimination of any kind, for example due to age, gender, religion, philosophy, ethnicity, origin, political beliefs or sexual orientation.
- Ensuring a fair, appropriate wage and salary as well as appropriate working conditions.

Our Environmental and Energy Policy clearly states that we aim to create long-term value and benefits with our products and services and to this end we are committed to environmental and energy management along the entire value-added chain. Therefore we expect that our partners in the supply chain take a **careful approach towards the environment**. This relates, in particular, to:

- Careful and responsible use of natural resources (such as water, energy sources, raw materials) and, where possible, re-use and recycling of available materials.
- Rejection of anything that would cause harmful soil changes, water pollution, air pollution, noise emission, excessive water consumption or the illegal removal of land, forest or waters.
- Firmly establishing sustainable company goals and their implementation by means of suitable measures.
- Adherence to all requirements and prohibitions on the use of mercury, persistent organic pollutants, conflict minerals, chemicals and other product and packaging constituents.
- Environmentally-friendly handling, collection, storage, export and disposal of waste.

Ethical standards as serious, essential preconditions for our business relationships

For us, each business relationship is subject to adherence to aforementioned principles, which we evaluate by means of appropriate, risk-based monitoring measures. Furthermore, our direct partners in the supply chain should insist, to the best of their ability, that their business partners also act in accordance with these principles.

Adherence to these human rights and environmental standards ensures that what we consider to be the essential pillars of ethical business practices are adhered to as far as possible throughout the entire supply chain. In doing so, we are helping to create a working environment that corresponds to the Blum Group's self-image.

If you have any queries or wish to report a concern, you can get in touch with the relevant contact person at Blum or turn to the central reporting office via our website where concerns may also be reported anonymously.

Martin Blum, Austria in September 2022



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Our sites in Austria, Poland and China are certified to the international standards mentioned below.
Our site in the USA is certified to ISO 9001.
Our site in Brazil is certified to ISO 9001, ISO 14001 and ISO 45001.



ISO 9001
Certified Quality
System



ISO 14001
Certified Environmental
System



ISO 50001
Certified Energy
System

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products

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