



# Code of Conduct GTP Group

## 1. Introduction/Preamble

The GTP Group is committed to ecologically and socially responsible corporate governance. We expect the same behaviour from all our business partners worldwide. We also expect our employees to observe the principles of ecological, social and ethical behaviour and to integrate them into their daily work.

Furthermore, we strive to continuously optimise our business activities and our products in terms of sustainability and ask our business partners to contribute to this in the sense of a holistic approach.

The basis for our cooperation, both with our employees and our business partners, is the following joint Code of Conduct.

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 Children's Rights and Business Conduct, the United Nations Guiding Principles on Business and Human Rights, the International Labour Standards of the International Labour Organization and the United Nations Global Compact.

## 2. Social responsibility

### 2.1 Exclusion of forced labour

We are committed not to tolerate or use any form of forced labour, slave labour or any such comparable work. All work is voluntary and all employees are free to leave work or employment at any time. We also strictly reject unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment.

### 2.2 Prohibition of child labour

Child labour is not used at any stage of production or in any factory. We adhere to the minimum age for employment in accordance with the recommendations from the ILO conventions on the minimum age for the employment of children. Accordingly, the age of employees is not less than the age at which compulsory education ends and in any case not less than 15 years.

### 2.3 Fair remuneration

Pay for regular and overtime hours shall be at least equal to the national statutory minimum wage or industry minimum standards, whichever is higher. Workers are provided with all legally required benefits. Wage deductions as punitive measures are prohibited. In addition, each employee regularly receives clear and detailed written information about the composition of his or her pay.

### 2.4 Fair working hours

Working hours shall take into account applicable laws and shall in all cases be in accordance with normal industry standards.

### 2.5 Freedom of Association

The right of all workers to form and join organisations of their choice and to bargain collectively shall be respected.

### 2.6 Prohibition of discrimination

Discrimination against employees in any form is not tolerated.

This applies, for example, to discrimination on the basis of gender, race, skin colour, disability, political opinion, origin, religion, age, pregnancy or sexual orientation. Wir achten die persönliche Würde, Privatsphäre und Persönlichkeitsrechte jedes Einzelnen.



