

HUMAN RIGHTS STANDARD

This code of conduct is based on the ILO core labor standards and is the minimum requirement for all INNOVA SUPPLY & SERVICES (ISS) production partners. It is in the currently valid version, an elementary part of the contract in cooperation with our company.

Preamble

In the spirit of a partnership, both sides undertake to ensure compliance with human rights in the supply chain while respecting and complying with basic ethical rules as well as the respective national legal systems. This obligation is originated from the core labor standards of the International Labor Organization (ILO) in Geneva, which have to be respected as minimum requirements for our cooperation.

No Forced Labor

Forced labor is not tolerated at all ! Products obtained from compulsory or forced labor are rejected by ISS and its partners. All work and services must be executed voluntarily.

No Discrimination

Workers must not be exposed to any discrimination based on their gender, race, ethnic or social origin, religious or political beliefs. Equal pay for equal work for men and women is included.

No Child Labor

Child labor is prohibited ! The minimum age for employees and workers depends on local legislation. The minimum age must be above 15 years. Exceptions are only permitted in the course for education and training purposes. In this case, any negative impact on health, development, or school attendance must be avoided at all times.

Payment of Reasonable Wages

The wages must be sufficient to cover the basic needs of the employees and their relatives, taking local conditions into account. In addition, part of the income must be freely available after deducting the cost of living.

Occupational Health and Safety at the Working Environment

Health protection and occupational safety must be maintained in accordance with the domestic conditions and customs of our partner's country. Appropriate protection is to be granted to employees. Measures for safety and accident prevention are to be promoted. The risk of accidents and occupational diseases must be reduced to a minimum. Compliance with the above criteria must be proven at the respective production sites using internationally recognized certification companies. This applies in particular before the start of a business relationship and must always be fully proven during the term of the contract. ISS reserves the right to carry out unannounced audits at any time, or to have them carried out by renowned certification companies. Failure to comply with the ISS Code of Conduct can lead to the termination of the business relationship.