tesa CODE OF CONDUCT FOR SUPPLIERS

Preamble
The tesa Code of Conduct for suppliers defines the basic requirements placed on tesa’s suppliers of goods and services concerning their responsibilities towards their stakeholders and the environment. The global tesa purchasing organization is committed to manage supplier relationships fulfilling the spirit and purpose of the vision of an inclusive and sustainable world economy for the benefit of all people, communities and markets, today and in the future.
- tesa global purchasing explicitly is committed to improve the working conditions at its suppliers following a continuous improvement approach.
- tesa’s suppliers must commit to fulfil the tesa Code of Conduct for suppliers.
- In case the tesa Code of Conduct for suppliers is not met by a supplier tesa defines in cooperation with the supplier an appropriate roadmap to develop the supplier in an appropriate timeframe according to the spirit and purpose of the above values. In case a supplier’s progress is unsatisfactory, tesa initiates a supplier outphasing procedure.
- tesa may carry out supplier audits in order to check against this code of conduct.
- tesa suppliers commit to develop their suppliers according to this code of conduct.
- tesa suppliers comply with all relevant local, national and international statutory laws, legal regulations and requirements.

Antitrust
tesa suppliers respect the mechanisms of free market and principles of fair competition. This includes compliance with all applicable antitrust law and regulations. tesa suppliers do not enter into agreements or exchange information that might constitute a breach of antitrust law, nor unduly take advantage of any dominant market position they might hold.

Anti-Corruption
tesa suppliers work against corruption in all its forms, including extortion and bribery. This includes to prohibit the offer of payments of bribes to its customers or to the business associates of its customers. The supplier also declares to forbid its employees to request or accept bribes, whether for their own benefit or that of their families, friends or associates.

Protection and use of information
tesa suppliers ensure a high level of data protection and information security. Therefore, personal data and confidential information are particularly protected, for example by a state-of-the-art information security system.

Human rights
tesa suppliers support and respect the protection of internationally proclaimed human rights. This includes the development and maintenance of a health and safety management system and a close cooperation with the workers and their representatives in order to continuously improve working conditions. tesa suppliers make sure not to use any form of mental or physical force for disciplinary purposes. This includes to respect international guidelines and standards for the use of force and to have an explicit policy to ensure that its security arrangements do not contribute to human rights violations.

Labour standards
tesa suppliers uphold the freedom of association together with current national legislation for working schedules, remuneration, training, collective bargaining, health and safety. tesa suppliers eliminate all forms of forced and compulsory labour. tesa suppliers eliminate child labour. This includes to meet minimum age provisions of national labour law and, where national law is insufficient, to take account of international standards and when children are found in the workplace, to take measures that provide adequate services and viable alternatives both for the children and their families. tesa suppliers eliminate discrimination in respect of employment and occupation. This includes to eliminate any distinction, exclusion or preference on the basis of race, colour, sex, religion, political opinion, national extraction or social origin.

Environment
tesa suppliers support a precautionary approach to environmental challenges. This includes to respect current local environmental regulations and to develop and maintain a precautionary environmental management system. tesa suppliers undertake initiatives to promote greater environmental responsibility. This includes to adopt a policy of continuous improvement. tesa suppliers encourage the development and diffusion of environmentally friendly technologies.