

Ethical behavior and sustainability in the sense of legal, economic, ecological and social responsibility are essential values at Brucha. This also includes long-term and trusting partnerships and the legally compliant behavior of suppliers. Brucha procures raw materials, goods and services from suppliers worldwide in order to ensure the sustainable success of both the company and its customers with innovative products.

Purpose

This Policy applies to all Brucha activities, locations, employees and parties working on behalf of Brucha. The heads of business unit or shared roles are responsible for ensuring that this policy is implemented in their respective business units.

Ethics

Compliance with legal regulations

Our suppliers shall undertake to comply with applicable legal regulations, to respect human rights and, in particular, to uphold human dignity.

Prohibition of corruption

We do not tolerate any form of corruption from our suppliers, such as bribery or the granting or acceptance of unlawful advantages, regardless of whether these are made directly or through intermediaries to private individuals or sovereign officials. In particular, it is prohibited to direct (active bribery, granting of advantages) and accept (passive bribery, acceptance of advantages) benefits that have the purpose of obtaining an unlawful advantage.

Fair competition

Our suppliers are expected to comply with international and national laws to ensure fair competition. This includes the provisions on unfair competition and antitrust laws. Agreements with competitors on prices, sales conditions, quantity restrictions, division of territories or on bids in public tenders, etc. are strictly prohibited.

Intellectual property

Our suppliers shall protect intellectual property such as patents, trademarks, copyrights, designs, trade secrets, samples, models and know-how, and respect the intellectual property of third parties. In particular, our suppliers shall ensure that the products supplied do not infringe the intellectual property of third parties.

Product safety

Our products and services, as well as the products purchased from our suppliers, do not endanger people or the environment and comply with the agreed and legally required standards regarding product safety. Our suppliers are required to clearly communicate information on safe use.

Human rights

Prohibition of forced labor and child labor

We do not tolerate forced labor and child labor among our suppliers. The minimum age for admission to employment in accordance with the applicable national regulations must be observed by our suppliers. In the absence of national legislation, the ILO core labor standards shall apply.

Prohibition of any discrimination

We expect our suppliers to prohibit discrimination of any kind, such as on the basis of gender, marital status, race, skin color, origin, religious affiliation, sexual orientation, health status, disability, political views or other personal characteristics in their organisation.

Prohibition of disciplinary sanctions

We require our suppliers not to punish employees physically or psychologically in any form. This applies in particular when employees report corporate practices in good faith that violate national, international or internal regulations.

Working conditions

Occupational safety and health in the workplace

All suppliers are required to comply with occupational health and safety regulations at their sites. Each supplier shall implement occupational health and safety policies and procedures and disclose these to its employees to prevent accidents and occupational illnesses.

Living wages

We require our suppliers to be aware of their social responsibility towards their employees and to ensure that their remuneration and working hours are fair and appropriate. Employees must also be granted the social benefits to which they are entitled by law or contract.

Working hours

We expect from our suppliers that their employees can find a balance between work and leisure time and that the respective applicable national legislation on working hours is complied with. Employees are entitled to regulated annual leave.

Freedom of association

We expect our suppliers to maintain open and constructive communication with their employees and employee representatives.

Environment

We expect our suppliers to comply with the applicable national environmental laws.

Avoidance and reduction of environmental impact

We expect our suppliers to make efficient use of the necessary resources, in particular materials, energy and natural resources, and to minimise environmental impact. This also applies to logistics/transportation efforts. The continuous reduction of hazardous greenhouse gases is an essential component in this context. They must reduce emissions in the production process, control harmful emissions and treat them as far as possible before they are released into the environment. The air quality in their surroundings must not be negatively affected by their activities. Waste shall be avoided or recycled as far as possible. Our suppliers shall use or develop procedures that regulate the environmentally friendly use of water. Significant deterioration of water quality at the end of use must be avoided.

Responsible procurement of raw materials

Our suppliers shall support activities that ensure responsible raw material procurement. The procurement and use of raw materials obtained illegally or through ethically reprehensible or unreasonable measures shall be strictly avoided. The use of raw materials such as conflict minerals that are affected by embargoes or other import restrictions must be excluded. Our suppliers are therefore obliged to identify these raw materials in manufactured products in the supply chain and to disclose the origin and sources of the raw materials they use.

Avoidance of hazardous substances

Substances whose release poses a risk to humans and the environment must be avoided. Our suppliers shall maintain a hazardous substance management system that ensures safe use and transport as well as safe storage, reprocessing, reuse and disposal. Responsible chemical management based on the minimum principle shall be practiced by our suppliers.

Environmentally compatible products

When developing products and services, our suppliers shall ensure that their use is economical in terms of energy and natural resources. Products should be suitable for reuse, recycling or safe disposal wherever possible. The products supplied to us do not contain any substances of concern covered by the REACH Regulation. If necessary, the substances in question must be reported to us in advance. Materials or purchased parts that do not comply with the RoHS requirements must be substituted by the supplier in consultation with us. If required, the supplier shall issue an EU declaration of conformity to us regarding compliance with the RoHS Directive.

Compliance and enforcement of the policy

We are all responsible for complying with this policy and following supporting company standards, procedures and processes. We shall consider violation of and non-compliance with this policy to be a serious issue. Depending on the circumstances, a violation of the policy may result in local disciplinary action.

Exception handling

Exceptions to this policy require prior written approval from its policy approver. Unless conditions for exception exist, exceptions will not be granted.

Related policies, standards and processes

Brucha ISO 14001:2015 Policy

