



1 PURPOSE

The purpose of the Corporate Social Responsibility (CSR) Policy is to define the **STÖLZLE** principles of these aspects and to communicate them to the employees.

2 SCOPE

This is a **STÖLZLE** wide policy.

3 POLICY

The **STÖLZLE GLASS GROUP** operates manufacturing sites and Sales Offices globally.

It is a Management commitment to consider international standards like SA 8000 – Social Accountability, the “United Nations Global Compact’s 10 principles” and the “ILO Fundamental Conventions” in their business and management systems.

Principles:

- Stölzle does not engage in or support the use of child labour;
- Stölzle does not engage in or support the use of forced or compulsory labour;
- Stölzle provides a safe and healthy workplace environment;
- Stölzle takes effective steps to prevent potential accidents and injury to worker’s health;
- All personnel has the right to form, join and organise trade unions of their choice;
- Stölzle does not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination, or retirement based on race, national or social origin, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, or any other condition that could give rise to discrimination.
- Stölzle treats all personnel with dignity and respect;
- Stölzle complies with applicable laws and industry standards on working hours and public holidays;
- Stölzle respects the rights of personnel to a living wage and ensures that wages paid shall always meet at least legal or industry minimum standards;
- Stölzle will control its supplier and sub-contractors in this respect.



With the publication of this policy in the **STÖLZLE** network and an official information mail to all **STÖLZLE** employees it has to be acknowledged in the **STÖLZLE** group.

4 RESPONSIBILITIES

The individual plants and offices are responsible to ensure the compliance with the **STÖLZLE** principles and to incorporate them in their business processes and company culture.

	Function	on	Name
Issued:	QM Director	15.01.2016	Labres, Jutta
Approved:	CEO	18.01.2016	Schick, Johannes