

POLICY

CORPORATE SOCIAL RESPONSIBILITY POLICY

1. PURPOSE

The purpose of the Corporate Social Responsibility (CSR) Policy is to define the **STOELZLE** requirements to communicate them to the employees.

2. SCOPE

This is a **STOELZLE GLASS GROUP** wide policy.

3. POLICY

The **STOELZLE GLASS GROUP** operates manufacturing sites and Sales Offices Globally.

In defining the requirements the management considers the following international standards SA 8000 –Social Accountability, the “United Nations Global Compact’s 10 principles, “ILO Fundamental Conventions” as well as ISO 26000 in their business and management systems.

STOELZLE GROUP is committed to protecting the environment in all areas of our Business.

STOELZLE GROUP is committed to protecting and advancing human rights in all of areas of our operations. We treat others with respect and dignity, encourage diversity and diverse opinions, providing safe working environment and promote equal opportunity for all.

STOELZLE has a zero-tolerance approach to corruption, slavery and all forms of human trafficking. This statement is made in accordance with the Modern Slavery Act 2015 as well as Anti Bribery Act 2010.

Principles:

- Stoelzle treats all personnel with dignity and respect.
- Stoelzle does not engage in or support the use of child labour.
- Stoelzle does not engage in or support the use of forced or compulsory labour.
- Stoelzle does not engage in or support any activities relating to the trafficking of any persons.
- All personnel have the right to form or join and organise a trade union or other organisation to further their rights.

- Stoelzle complies with legislation in place in relation to the working time directive. and ensures entitlement in respect of public holidays are met.
- Stoelzle treats all personnel with dignity and respect.
- Stoelzle complies with applicable laws and industry standards on working hours and public holidays.
- Stoelzle respects the rights of personnel to a living wage and ensures that wages paid shall always meet at least legal or industry minimum standards.
- Stoelzle does not destroy, conceal, confiscate, or otherwise deny access by an employee to the employee's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority.
- Stoelzle does not discriminate when hiring, promoting, terminating employment or retirement criteria 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.
- Stoelzle does not use misleading or fraudulent practices during the recruitment of employees or offering of employment, such as failing to disclose, in a format and language accessible to the worker, basic information or making material misrepresentations during the recruitment of employees regarding the key terms and conditions of employment.
- Stoelzle provides a safe and healthy workplace environment;
- Stoelzle takes effective steps to prevent potential accidents and injury to worker's health;
- Stoelzle is consider the environment in the manufacture and development of its products
- Stoelzle continually monitors its processes and the emissions arising from its processes in order to identify, minimize or eradicate environmental impact
- Stoelzle does not promise, pay or offer, and not authorize the promise, payment or offer of, a sum of money or any other article of value to a public official or to a representative of a private sector party with the view to illicitly obtaining, influencing or retaining a procurement contract or advantage for Stoelzle, or to persuading any such persons to use their influence to obtaining such an advantage for Stoelzle.
- Stoelzle is not accepting a payment or offer of a sum of money or any other article of value, with the view to illicitly influencing or awarding a procurement contract or advantage of any kind.
- Stoelzle will control its supplier and sub-contractors in all this respect.

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

4. RESPONSIBILITIES

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

	Date	Position	Name
Issued	30.10.2018	CSR Manager	Schalk Birgit
Audited	30.10.2018	IMS and Quality Director Group	Kloukinas Benjamin
Approved	12.12.2018	CEO	Feith Georg