

Optima Group Code of Conduct

As an over the years successfully operating medium-sized family-owned enterprise we are trying to hold up our values and principles and to operate in an environmentally sustainable manner, to think future-oriented and thereby guard the welfare of people and the environment pursuant to national and international guide lines.

In order to maintain these ideals we expect our associates as well as our business partners to always act in the best interest of open competition, not to practise any kind of distortion of competition or to offer or accept any kind of direct or indirect, private or commercial inadequate advantage.

We support the 10 principles of the Global-Compact-Initiative, we expect our business partners to do so as well and reserve the right to only to make business with companies that

- act after the universally valid human rights,
- do not profit from psychological or physical enforced or in terms of national law respectively customary in the particular trade inadequately rewarded work or labour time,
- abandon corruption and discrimination of every description,
- and grant their workers the freedom of association and collective bargaining.

The physical and psychical health of all associates is to be maintained at all times by providing a safe and hygienic work environment.

Quality is our common goal – the same standards of quality apply in all countries we work in. Our reputation is affected by the behaviour and performance of our associates and lies with the responsibility of each one of us.

The 10 principles of the Global Compact

The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption:

» Human Rights

- Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2:** make sure that they are not complicit in human rights abuses.

» Labour

- Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4:** the elimination of all forms of forced and compulsory labour;
- Principle 5:** the effective abolition of child labour; and
- Principle 6:** the elimination of discrimination in respect of employment and occupation.

» Environment

- Principle 7:** Businesses should support a precautionary approach to environmental challenges;
- Principle 8:** undertake initiatives to promote greater environmental responsibility; and
- Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

» Anti-Corruption

- Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

Source: <http://www.unglobalcompact.org/AboutTheGC/TheTenPrinci>