



Attachment 1

**Freudenberg Home and Cleaning Solutions GmbH (FHCS)
GLOBAL ETHICAL SUPPLIER STANDARDS**

	FHCS expects that suppliers shall
Commitments and compliances to standards and laws	commit to and comply with international standards and initiatives like Global Compact (GC), International labour standards (ILO) and other applicable laws and regulations (international / local).
Occupational Health and Safety	provide employees with safe and healthy workplace environment in compliance with applicable laws and regulations.
Environmental protection	accept and comply with applicable laws and regulations (e.g. regarding waste management, pollution control, contamination of people and environment, transportation), protect the environment and use resources in a responsible manner.
Labor conventions	
child labor	not employ under aged workers.
forced workers	not use any forced or involuntary labor.
discrimination	not discriminate employees.
harassment	treat employees with dignity and respect.
association	allow freedom of association.
compensation	comply with the respective local laws and regulations concerning wages and working hours.
Antitrust regulations	promote fair competition and advise employees to abide by all antitrust laws and regulations.
Trade control	comply with all national and international trade laws restricting or prohibiting the import, export or domestic trade of goods, technologies or services dealing with specific products as well as capital and payment transactions (embargo).
Intellectual Property (IP) / Confidentiality	respect all IP rights, will not copy or allow third party access.
	handle all information received as confidential.
	store confidential information in a proper and safe manner.
	not talk with others about our business (e.g. projects, prices).
Treatment of business partners	treat their business partners / sub-suppliers in a fair and ethical manner and advise employees not to demand nor to accept personal advantages such as payments, gifts or other benefits of value and not to offer nor grant personal advantages of any kind to any of our officeholders.
Right of inspection and audits	give us the right of Ethical Sourcing and Quality Management Systems audits (similar to ISO 9000 ff.)
Useful links	www.un.org , www.unglobalcompact.org , www.ilo.org
Supplier Name (in block letters):	We affirm that our company including all subsidiaries and associated companies accept and fulfil the above mentioned Ethical Supplier Standards.
..... Date and place Signature and company's stamp