

## Festo Supplier Code of Conduct

Within the Corporate Principles and the Festo Code of Conduct, the Festo Group and its employees have committed themselves to support and apply the basic principles in the areas of human rights and working conditions, quality and environmental management, health and safety as well as the fight against corruption and bribery.

In order to sustain these principles along the entire supply chain, Festo expects its suppliers to fully accept and support the Festo Supplier Code of Conduct.

In accordance with the slogan „success needs partners“, the Festo Global Purchasing Network commits itself to the value system:

- innovative
- self responsible
- reliable
- fair.

Along with the three target dimensions (quality, supply, costs) this value system describes not only the claim of Festo to itself, but also the way of dealing in partnership with each other.

The following content of the Festo Supplier Code of Conduct is valid for all Festo suppliers and sub-suppliers, delivering goods and/or services directly and indirectly.

### Human Rights

Festo pursues and supports the values, defined within the Universal Declaration of Human Rights and the Basic Principles of the International Labour Organisation of the United Nations ([www.ilo.org](http://www.ilo.org)) and specified within the SA 8000:2008 (Social Accountability International) ([www.sa-intl.org](http://www.sa-intl.org)).

The principles relating to Human Rights are the following:

- Under no circumstances, child and compulsory labour is accepted by Festo
- Deprivation of liberty, inhuman treatment, corporal punishment, threat of violence, collective types of punishment as well as salary cut or any other types of harassment and maltreatment as instrument for obtaining discipline and control are strictly forbidden
- In accordance with the legislation of the respective country, employees have to be treated appropriately and fair relating to working hours, regular holidays and payment for performed work
- The working conditions have to guarantee optimal health and safety in the work place for the employees
- All forms of discrimination due to racial or ethnic origin, sex, religion or belief, disability, age or sexual identity and political affiliation are prohibited on the basis of the principle of equal opportunities and the EU Equal Treatment Directives.

## Ethics

Festo pursues the active fight against corruption and bribery. It is strictly forbidden to offer Festo employees money, or gifts or valuables beyond the scope of businesslike custom and courtesy. Employees of Festo are obliged by the Festo Code of Conduct to adhere to these stipulations strictly.

## Quality and Environment

Analogue to the expectation of the Festo customers, Festo expects a continuous quality management with a consistent pursuit of the zero failure strategy from its suppliers. Furthermore, a modern and sustainable environmental management has to be implemented and verified by required certifications in case of specific technologies.

- It is the suppliers' task to embody this objective in a quality management system and to align all processes with this target, as the product quality, including services, is always an overall result of all activities in each phase of the manufacturing process
- The existing quality management system has to be improved continuously
- Before being returned to the environment and emitted to the atmosphere, waste water and emissions have to be checked and treated accordingly
- As far as possible, waste always has to be recycled or reused. A safe waste management for the transportation, storage and recycling has to be implemented at all locations.

## Health and Safety

Festo expects its suppliers to guarantee their employees safe and healthy working conditions. The supplier has to create corresponding precautionary measures for health protection and safety.

- Risks (especially chemical, physical, mechanical and biological) have to be identified and provided with measures, guaranteeing health protection and safety for the employees
- The implementation of all required methods and means for guaranteeing a safe operation and appropriate maintenance of the machinery and equipment is indispensable.

## Adherence

The compliance with the described content has to be secured by the implementation of internal processes and methods and guaranteed by the management of the supplier.