



CODE OF CONDUCT

for the Bundesverband Deutscher Kinderausstattungs-Hersteller e. V. (BDKH)

In our role as the Bundesverband Deutscher Kinderausstattungs-Hersteller e. V. (hereinafter “Verband”), we bring together the manufacturers of nursery products under one roof. This field covers a wide variety of products that are manufactured specifically for children. With this Code of Conduct (hereinafter “CoC”), we as an association support our member companies in responding to the specific conditions in the German marketplace and in embracing social responsibility.

The CoC is a voluntary commitment signed by member companies, and does not create any rights for third parties.

1. Complying with the Law and Competition

The Verband as well as our individual member companies comply with the laws applicable in Germany. Our companies pursue exclusively reputable and recognised business practices, both in terms of their work for the Verband and otherwise. They act in accordance with the applicable antitrust law. Fair competition is a prerequisite for free market development for the benefit of the common good.

We do not enter into any agreements or coordinate any conduct with competitors on prices, price increases, terms or capacities with the aim or effect of preventing, restricting or distorting competition.

2. Consumer Interests

The Verband as well as our individual member companies comply with all applicable consumer protection regulations.

3. Safety Standards for Children

As an association as well as in our individual member companies, we comply with the applicable regulations and standards for nursery products and work towards the continuous improvement of these standards. Especially in the development and improvement of nursery products, we continuously work in close cooperation with other parties and institutions, for example, the automotive industry or standard-setting authorities, and thus work towards improved safety. As an association and in the individual member companies, we support the effective and sustained education of parents about the applicable safety standards as well as safety-relevant risks and how to avoid them.

4. Commitment to Supporting Families and a Child-Friendly Society

The Verband and its member companies are actively committed to the social acceptance of families with children and a child-friendly family policy. This includes, in particular, the promotion and expansion of childcare facilities and all other measures to improve the compatibility of family and work.

In their companies, members support a family-friendly working environment. They offer their employees flexible childcare, support dual-career couples and promote a family-friendly corporate culture. Particular support is given to employees who are actively involved in the family phase and to employees who care for ill or impaired family members.

5. Integrity

The Verband and its member companies base their actions on universally valid ethical values and principles, in particular integrity, righteousness and respect for human dignity.

6. Prohibition of Child Labour

We reject child labour both as an association and as individual member companies. We do not employ children of school age or younger than 15 years of age.

7. Prohibition of Forced Labour

The Verband and its members reject all forms of forced labour. Employees are not forced to work, either directly or indirectly, by force, threat, intimidation, or any other means.

8. Prohibition of Discrimination

As an association and also in the individual member companies, we actively oppose any form of discrimination, in particular on the grounds of gender or sexual identity, age or impairment, ethnic origin, religious affiliation or ideology.

9. Health and Safety of Staff

As an association and in our individual member companies, we ensure a safe working environment for our employees to prevent accidents and injuries and to maintain the health of our employees and their safety at work.

10. Remuneration, Working Hours and Workers' Rights

The Verband and its member companies shall comply with applicable laws and regulations regarding the remuneration of employees and the maximum permissible working hours.

We respect the right of workers to form associations or organisations for the purpose of promoting and protecting the interests of workers to the extent permitted and possible by law. We respect the right to collective bargaining autonomy.

As far as possible and feasible, we as an association and in our member companies also advocate fair and safe working conditions with suppliers, in particular the payment of living wages.

The wage for a regular working week must be at least as high as the applicable statutory minimum wage and must also be sufficient to cover the living costs of each employee and their family. In addition, an amount must be available for free use, e.g. to save money. Overtime must be paid separately, at the legally prescribed overtime payment rate. Other statutory wage components, such as remuneration for holidays and public holidays or special payments, must be granted.

11. Privacy and Data Protection

The Verband and its members process and protect personal data in accordance with the GDPR. We treat the personal data of our employees confidentially and do not collect personal information about employees. We only retain data if it is necessary to comply with legal requirements or to ensure proper operations.

12. Bribery and Corruption

The Verband and its member companies reject bribery and corruption as defined in the relevant UN Convention of 2005 and take appropriate measures to avoid committing or participating in violations of the law.

13. Donations and Sponsoring

As a matter of principle, the Verband and its members do not donate to political parties, to individuals or to organisations whose objectives contradict the principles of a democratic legal system or the nature of our Verband and/or corporate governance.

As responsible stakeholders in society, we make donations in cash and in kind for education and science, sport, art and culture, as well as for social and humanitarian projects, especially those that benefit children and families.

All donations are transparent and traceable, i.e. the identity of the recipients and the planned use of the donations are known, and the reason for and purpose of the donations are legally justifiable.

14. Sustainability and Protection of the Environment

As an association and individual member companies, we have a special responsibility for the preservation of the global natural environment and the careful use of resources through our actions. We therefore want to avoid pollution of the environment and ecosystems as far as possible and preserve biological diversity.

As an association and individual member companies, we observe the applicable regulations and standards on environmental protection that affect our companies. We give preference to processes that are as environmentally friendly and climate-friendly as possible in the supply of energy and in the production and transport of products. Production and trading conditions are monitored with care. We do not place any products on the market that are harmful to health or the environment.

Economic interests do not take precedence over ecological necessities.

The continuous improvement of the sustainability of our products, services and processes is a central component of our actions. We use natural resources, raw materials and other goods as efficiently as possible. When it comes to materials, natural and recycled materials are favoured where possible and technical advances in this area are taken into account. In manufacturing, we take a holistic view of the entire value chain, including use and handling at the end of the products' useful life, with the aim of using materials in cycles wherever possible. We involve suppliers and customers in this process.

The Verband and its member companies undertake to act in as many areas as possible in a sustainable and greenhouse gas-neutral manner or to compensate for CO₂ emissions through a recognised climate platform. Each member company has access to a "Climate List" of selectable measures that are suitable for reducing its CO₂ footprint.