



Metz - CoC

Code of Conduct (CoC)

The Metz Code of Conduct is based on the ILO conventions as well as the human rights of the UN, and forms a part of the terms of references for our suppliers. Our Code of Conduct defines the minimum requirements, that we demand of our suppliers and sub-suppliers with regard to social and environmental standards. Metz makes a number of clear demands on the suppliers, that are selected as partners. It is an essential requirement, that all our suppliers sign these demands and are thus responsible for their sub-suppliers to also meet the defined demands.

By demanding that these requirements are met, we want to ensure that the products are being manufactured under fair working conditions. As an example there needs to be optimal safety standards to protect the working environment. At the same time, we continue to place higher environmental demands on our suppliers.

The following demands are made on the factories in China and on their sub-suppliers:

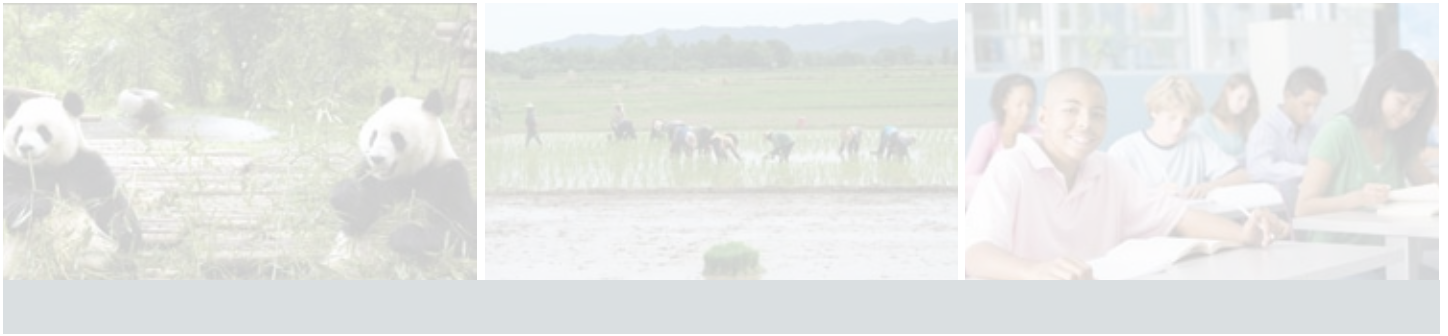
- No forced labour or child labour is allowed
- Employees have Freedom of Association and Protection of the Right to Organise
- Fair salaries
- Reasonable hours of work
- Good working conditions
- All environmental requirements must be met
- All EU standards and requirements for certification are complied with in regard to production purposes
- Ongoing development of environmental improvements as well as reduction in CO2 emissions
- Regular employee health checks
- Continued staff training to ensure daily safety of work
- Good facilities to maintain cleanliness
- Compliance with international copyright rules
- No prisoners amongst the work force
- No use of any type of physical or psychological punishment
- Detailed and integrated safety procedures in case of accidents

As a minimum requirement the above-mentioned rules need to meet the local regulatory demands as well as the human rights' convention. Regular audits take place at the factories in China to ensure that they continue to comply with the requirements.

Metz places demands on the suppliers, selected as partners.

Furthermore, we are currently working on placing higher environmental demands on our sub-suppliers.

Employment is voluntary



No forced labour, including slavery or slave labour, is allowed (ILO conventions 29 and 105). Employers are not allowed to require workers to make 'deposits' or hand in ID papers.

No discrimination in employment

The workers are to be treated equally and are to be granted equal status with regard to opportunities irrespective of race, skin colour, gender, religion, political views, nationality, social heritage, or other personal characteristics (ILO conventions 100 and 111).

No child labour

Child labour is illegal. Workers employed need to be at least 15 years of age or older than the compulsory school age (ILO convention 138).

Freedom of Association and Protection of Right to Organise

It needs to be respected that all workers are entitled to form and join trade unions and conduct collective bargaining (ILO conventions 87 and 98). The representatives of the workers cannot be discriminated against and need to be granted access to all work areas, if this is required for them to perform their representative functions (ILO conventions 135 and ILO recommendation 143).

Fair salaries

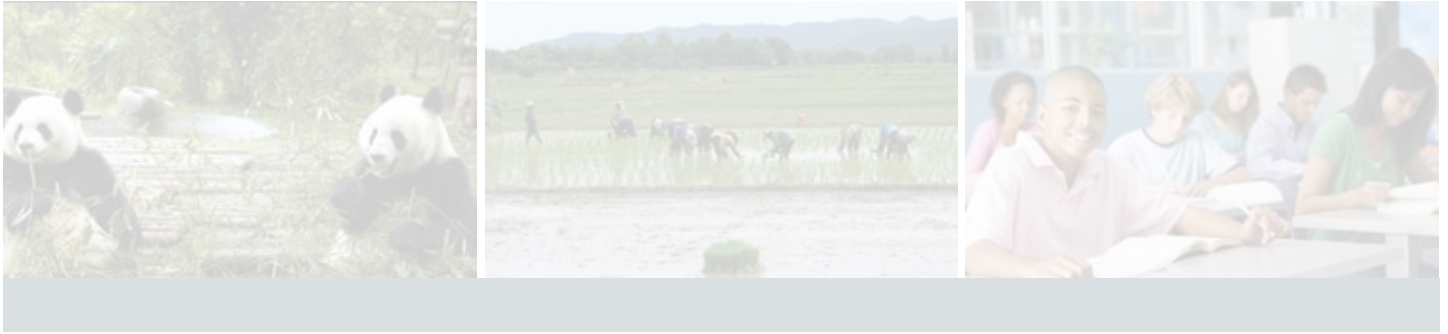
Salaries and bonuses for a regular working week need to at least comply with the legislative or industrial minimum wages, and they should always be sufficient to ensure that the workers and their families' basic needs are met, and they need an additional amount at their disposal. Payroll deductions based on disciplinary measures are not allowed, nor can deductions be made that are not based on a country's legislation without the expressed consent of the worker concerned.

Reasonable hours of work

The hours of work need to be in accordance with the current legislation and industrial standards. Under no circumstances are the workers allowed to work more than 48 hours a week, they are however entitled to one weekly day off. Overtime work is voluntary and must not exceed 12 hours and should always be remunerated according to overtime rates.

Good working conditions

The working environment is to be safe and hygienic, and the optimal health and safety measures need to be observed based on current knowledge about the industry and specific risks. Physical abuse, including threats of physical abuse, unusual punishment, disciplinary measures, sexual or other form of harassment and intimidation on the part of the employer are strictly prohibited.



Establishment of terms of employment

The rights of the workers according to the labour and social laws and regulations that concern fixed terms of employment cannot be circumvented by contractor agreements, where the sole purpose is to ensure labour or apprentice agreements not aimed at imparting skills and making permanent employment possible.

The environment

All environmental requirements defined by the legislation of the country concerned need to be met, and all EU standards need to be complied with as a minimum with regard to production purposes.

Responsibility in relation to employees and subsuppliers

The company takes responsibility for complying with the codex in relation to all workers and other employees.

The company also needs to guarantee that all its subsuppliers meet the demands outlined in the existing agreement.

Inspection / deliberate violation

Metz is entitled to pay a visit to factories/partners at any time in order to inspect that the above-mentioned written conditions have been met.

By a deliberate violation, Metz has the following options:

- a) To cancel current orders immediately without compensation of any form
- b) To submit a compensation claim in relation to the loss incurred to the customers of Metz

