

## Code of Conduct

**Code of Conduct of Lipoid Kosmetik AG, Sennweidstrasse 44/46, 6312 Steinhausen, Switzerland for all our Business Partners**

Dear Business Partner

Lipoid Kosmetik AG is committed to sustainability. This includes compliance with applicable laws, sustainable action and consideration of social and ethical standards. We are a member of the UN Global Compact Initiative, which aims to achieve substantial global improvements in the areas of human rights, labor, the environment and anti-corruption.

In our Supplier Code of Conduct, we have formulated rules for ensuring trusting cooperation with our suppliers. This checklist makes it possible in a simple way to verify whether our suppliers agree with these rules, and thus create a binding foundation for placing orders.

We expect our suppliers to fully support the following points and to comply with the relevant guidelines.

- We are committed to fair competition and do not tolerate any corruption in our business activities.
- We confirm that our employees have the right to freedom of association and collective bargaining.
- Based on the international social standard SA8000 and the UN Global Compact Principles we do not:
  - permit any child labor
  - permit any forced labor
  - accept any discrimination regarding race, gender or religion
  - permit any physical or psychological punishment
- We ensure:
  - minimum standards in the areas of health protection and occupational safety and are committed to improving them
  - a right to freedom of association, to organization in trade unions and collective wage negotiations
  - limitations regarding working time
  - workers receive a living wage
- We comply with all environmental protection laws.
- We confirm that legal provisions relating to wildlife conservation and biodiversity have been taken into account.
- We ensure that the land rights of communities and indigenous peoples are protected.
- We ensure that resources are used sparingly and efficiently.
- We are committed to ensuring our contractors (subcontractors and suppliers) accept this Code of Conduct, or some other similar one, step by step.
- We shall allow Lipoid Kosmetik AG, or some independent third party, to verify compliance with these rules after giving our prior consent.

Thank you for your valuable contribution!

If you have any questions, please contact [info@lipoid-kosmetik.com](mailto:info@lipoid-kosmetik.com).

October 2018

---

[www.lipoid-kosmetik.com](http://www.lipoid-kosmetik.com)

**Lipoid Kosmetik AG**  
Sennweidstrasse 44/46  
CH-6312 Steinhausen, Switzerland

Phone: +41 41 748 33 33  
Fax: +41 41 748 33 44  
[info@lipoid-kosmetik.com](mailto:info@lipoid-kosmetik.com)