

Code of Conduct



Member of
UN Global Compact

Dear Business Partner

Lipoid Kosmetik AG is committed to sustainability since many years. This includes compliance with applicable laws, sustainable action and respect 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. These efforts are regularly rewarded with the highest EcoVadis rating.

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

We fully support the following points and comply with the relevant guidelines. We expect the same from our business partners, which include our suppliers as well.

- ☒ We are committed to fair competition and do not tolerate any corruption and fraud in our business activities.
- ☒ We confirm that our employees have the right to freedom of association and collective bargaining.



Fair Trade



No Corruption



No Discrimination



Sustainable Sourcing



Biodiversity Conservation



Energy and Emissions Management

- ☑ Based on the international social standard SA8000 and the UN Global Compact Principles, we do not:
 - ☑ permit any child labor
 - ☑ permit any forced labor
 - ☑ permit any human trafficking
 - ☑ accept any discrimination and harassment 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 work time
- ☑ workers receive a living wage
- ☑ We comply with all environmental protection laws.
- ☑ We confirm that legal provisions relating to wildlife conservation and biodiversity are 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 ensure that our contractors (subcontractors and suppliers) progressively accept this Code of Conduct, or a similar one.
- ☑ We have mechanisms in place to address business integrity issues, including potential issues related to bribery and corruption.
- ☑ We shall allow verification of compliance with these rules or similar ones after prior consent.

Thank you for your valuable contribution!

If you have any questions, please contact info@lipoid-kosmetik.com.

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This policy will be reviewed on an annual basis and communicated to all interested parties.



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