



SOCIAL CHARTER

SOCIAL COMMITMENT

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TH. GEYER

Growing global business relationships with customers and suppliers have made social responsibility a matter of course at Th. Geyer. As a medium-sized family business, it is our goal to ensure a sustainable, social, economic and ecological corporate structure along the entire value chain and to provide future generations with a solid basis for living and working. In doing so, Th. Geyer respects the cultural, ethnic, religious, social and political diversity of nations and societies.

In this course, Th. Geyer has introduced a social charter that defines the companies social and ecological standards. In doing so, Th. Geyer is guided by international standards and legal documents. The "United Nations Global Compact" and its ten principles provide the primary orientation. In addition, Th. Geyer continues to be guided by the OECD's trade policy commentaries and the EU's Charter of Fundamental Rights.

Th. Geyer ensures that the abovementioned principles and regulations are monitored throughout the Th. Geyer Group, both domestically and internationally. To this end, our suppliers have their compliance verified through announced audits. In addition, the Group ensures that the Social Charter is communicated throughout the company to both suppliers and employees. Th. Geyer expressly supports and encourages its business partners to comply with this declaration as part of their own corporate policy. Changes and adjustments to the aforementioned requirements and legal regulations may result in amendments to the Social Charter.

Renningen, 01. January 2022

Lutz-Alexander Geyer
General Manager

Oliver-Alexander Geyer
General Manager

Ralf Streicher
General Manager



PRINCIPLES

HUMAN RIGHTS

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

The human rights declaration is a fundamental basis for any internal company activity. Th. Geyer assumes responsibility for ensuring human rights in both the workplace as well as within the company's general working environment. Respecting human rights helps improve the company, and Th. Geyer is aware of this social responsibility.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses

Based on the company's global business relations, Th. Geyer is aware of its international responsibility. For this reason, Th. Geyer prohibits any communication whatsoever with business contacts who are involved in any human rights violations, and distances itself from any such behaviour. Th. Geyer continues to expect that companies within the value chain adhere to the regulations regarding the International Labour Organisation's (ILO) workplace safety and health guidelines.

WORK STANDARDS

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

In accordance with the ILO Convention No. 87 ("Freedom of Association and Protection of the Right to Organise Convention; 1948"), the rights of the labourers to create organisations or to join these in order to legally give themselves a voice, will be recognised and respected by the company. In doing so, national factors will be respected. In addition, the right to collective bargaining, in accordance with ILO Convention No. 98 ("Right to Organise and Collective Bargaining Convention; 1949"), will not be limited.

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour

In accordance with the ILO Convention No. 29 ("Forced Labour Convention; 1930") as well as No. 105 ("Abolition of Forced Labour Convention; 1957"), Th. Geyer emphatically recognises the prohibition of forced labour in any and all forms. Every job must be performed on a voluntary basis and each employee has the right to terminate his/her employment by providing a sufficient period of notice.

Furthermore, for suitable remuneration, Th. Geyer orients itself to the nationally applicable legal requirements as well as the existing labour market situation, and respects the nationally applicable working hours. The employees are guaranteed – in line with the national legal requirements – of receiving a regularly paid holiday leave.

Principle 5: Businesses should uphold the effective abolition of child labour

Th. Geyer only employs employees that have, in accordance with the Child Rights Convention as well as the ILO Convention No. 138 ("Minimum Age Convention; 1973"), exceeded the minimum required age for gainful employment. Furthermore, any and all forms of exploitative child labour are rejected. Any work that subjects younger employees to any form of danger is prohibited by Th. Geyer.

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation

Th. Geyer neither accepts nor tolerates any form of workplace discrimination for reasons of gender, race, social or religious background, colour, nationality, age, sexual preference, handicap, family status, overall health condition or any other reasons that are prohibited by law.

ENVIRONMENTAL PROTECTION

Principle 7: Businesses are asked to support a precautionary approach to environmental challenges

In all processes, Th. Geyer ensures that environmentally damaging processes are avoided. Accommodative measures should guarantee that no avoidable – and especially irreversible – damages occur. Legal requirements and regulations for the handling of chemicals will be adhered to. As a preventive measure, regular trainings will continue to be used as a precautionary instrument for environmental problems.

Principle 8: Businesses are asked to undertake initiatives to promote greater environmental responsibility

Th. Geyer follows a structured and systematic approach in consideration of environmental aspects. Compiled goals, as well as the fulfilment of existing legal requirements, regulations and approvals create the foundation for the corporate-wide activities.

Principle 9: Businesses are asked to encourage the development and diffusion of environmentally friendly technologies

Th. Geyer advocates a sustainable, stable and ecologically responsible corporate policy. In doing so, efficient, modern and environmentally friendly technologies are supported and, if possible, used.

ANTI-CORRUPTION

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

Th. Geyer commits itself to prohibiting any form of corruption. All current regulations regarding corruption will be adhered to. The high ethical standard that Th. Geyer places on its own company should also be met and implemented by the business partners. We will distance ourselves from partners within the value chain who do not follow this principle.

REFERENCES

UN Global Compact
www.unglobalcompact.org

International Labour Organisation ILO
www.ilo.org

General Statement on Human Rights from 10 December 1948
www.ohchr.org/en/udhr

Organisation of Economic Development OECD
www.oecd.org

United Nations Treaty against Corruption
www.unodc.org/unodc/en/treaties/CAC/index.html

General information about Th. Geyer
www.thgeyer.com

This declaration became valid on 1. July 2010.



**ETHICS AND
BUSINESS CODE**