



Within its own company and in business relations with its business partners, ALB-GOLD pays heed to the implementation of minimum social standards. ALB-GOLD has developed its own Code of Conduct on the basis of the “Business Social Compliance Initiative” (BSCI), by which ALB-GOLD pursues the aim of improving minimum social standards with its business partners in the various countries. These minimum standards are the major foundation of business relations of ALB-GOLD with its contracting partners.

1. Human Dignity

Human dignity is to be respected as elementary requirement for living together.

2. Compliance with legal regulations

Compliance is to be assured with the valid national and other relevant laws and regulations as well as with the Conventions of the ILO and the UN. Out of all the applicable regulations, those that are best suited to provide the protection aimed at shall always be definitive. Bribery, corruptibility and other corruption are prohibited.

3. Ban of Child Labour

For the production of goods or the provision of services for ALB-GOLD, child labour such as defined by the ILO and UN Conventions, the international standard SA8000 or by national regulations is prohibited. Breaches of this ban shall be rectified by documented strategies and procedures. The schooling of children is to be given the appropriate support. Young adults (adolescents) who are at least 15 and not yet 18 years of age as defined in the international standard SA8000 may not be employed outside of school hours. Daily working hours shall under no circumstances exceed eight hours and the total period of time spent daily at school, at work and during transport shall not exceed 10 hours. Young adults (adolescents) shall not be permitted to work at night.

4. Ban of Forced Labour and Disciplinary Measures

All and any form of forced labour is prohibited. The application of physical punishment, mental or physical coercion and verbal insulting abuse is prohibited.

5. Working Conditions and Payment

Compliance is to be upheld with nationally valid regulations governing labour law. The wages and other allowances must at least comply with the statutory regulations and/or the standards of the local production industry. The wages and other benefits are to be clearly defined and paid out and/or made regularly. The aim is to pay wages and other allowances that cover the cost of living, insofar as the statutory minimum wages are inadequate in this respect. Deductions for non-cash benefits are only allowed to a minimal extent and only in relation to the value of the non-cash benefit.

6. Ban of Discrimination

Discrimination on the grounds of gender or sexual identity, age, religion or philosophy, race, ethnic origin, national or social origin or an employee’s disablement is prohibited.

7. Freedom to organize and hold meetings

The rights of the employees to set up labour organizations and to become members of them as well as the right to take joint action under the respective national laws and regulations as well as the ILO Conventions are not allowed to be restricted. Employees must not be discriminated against if they exercise these rights.



8. Occupational Health and Safety

Safe conditions at the workplace that are compatible with health are to be guaranteed. Conditions at the workplace and in company facilities and working conditions that violate fundamental human rights are prohibited. In particular, young adults (adolescents) should not be exposed to hazardous, unsafe or unhealthy situations that endanger their health and development. The personnel are to be regularly briefed on health and safety at the workplace.

An officer for occupational health and safety is to be appointed from the area of Management. He is responsible for the introduction of and compliance with health and safety standards at the workplace.

9. Environmental Protection

Compliance with environmental and safety regulations governing the treatment of waste, the handling of chemicals or other dangerous materials or substances is to be assured. The employees are to be briefed on handling dangerous materials and substances.

10. In company Implementation

An in-company strategy of social responsibility and appropriate in-company procedures are to implement and support the aforementioned social standards. A company monitoring system for breaches of these social standards shall be set up, which complies with the requirements of Directive (EU) 2019/1937 or the respective national legislation on their implementation; employees who give notification of such breaches through the system must not be penalized or placed at a disadvantage as a result. The business partners agree that the implementation of the social standards may be controlled at any time, either by ALB-GOLD itself or by an impartial controller appointed by ALB-GOLD.

Each of ALB-GOLD 's contracting partners declares its readiness to implement these social standards in its respective company and also to impose them on its own business partners and ensure they are implemented.

Received and acknowledged

Name of the ALB-GOLD business partner

Place, Date

Seal, Signature