

# Guidelines to Social Accountability



BERNING SMART FASTENERS® is a good old name. It stands for good products at fair prices, but also for decency, reliability and responsibility in our daily work. We want to have a relationship with all our partners that is founded on trust and sustainability: with our employees by fair working conditions and a decent working environment, with our suppliers but also with our customers. And we expect that our partners act responsibly too.

## A) RESPONSIBILITY TO SOCIETY

- 1 BERNING shall safeguard every consumer from any harm through her products.<sup>1</sup>
- 2 Society shall be protected from any harmful effect of production. We shall actively contribute to saving our habitat by constantly minimising the use of resources and impact on the environment.<sup>2</sup>
- 3 We believe that business needs to re-focus on traditional values and virtues. BERNING shall actively contribute to that.

## B) RESPONSIBILITY TO OUR EMPLOYEES

- 1 All employees have a right to decent working conditions and fair treatment honouring their right and dignity.
- 2 All employees are entitled to a safe and healthy working environment that is free from hazardous and nocuous effects.<sup>3</sup>
- 3 The Code of Conduct<sup>4</sup> that we are imposing on our suppliers is first of all valid for ourselves.

## C) RESPONSIBILITY OF OUR SUPPLIERS, RESPONSIBILITY TO OUR SUPPLIERS

- 1 From our suppliers we expect products and services of good quality at reasonable prices. Furthermore BERNING expects fair working conditions, a safe and good environment in production and generally a degree of responsibility that deserves our confidence. This is being monitored along our Code of Conduct which regulates behaviour such as: no child labour no forced labour nor violence, respecting employees' rights, safe and healthy working environment, respecting laws and regulations regarding the environment, correctness in business.
- 2 In turn, suppliers have a right to be treated fair. They can trust that BERNING will not act indecently despite all economic necessities. We stand to what we have agreed.

## D) RESPONSIBILITY TO OUR CUSTOMERS

- 1 Straightforwardness and responsibility are equally the foundation on which the relation with our customers shall be build.
- 2 We guarantee strict confidentiality of plans and developments. We shall respect brands, not "fake" nor indirectly contribute to it.
- 3 Despite all necessity to be commercially smart, there shall be no such thing as a "crooked deal", bribe, "rip off" or a deliberate "error" in our favour.

Wuppertal, January 2009, update May 2016

Christoph Berning, CEO

A handwritten signature in black ink, appearing to read "Ch. Berning".

<sup>1</sup> For securing the quality of our products we are certified as per DIN EN ISO 9001:2008.

<sup>2</sup> Environmentally responsible behaviour is certified per EMAS and ISO 14001:2004.

<sup>3</sup> BERNING is certified after OHSAS 18001:2007 for occupational health and safety.

<sup>4</sup> Our social accountability is measured by SA 8000, according to which we are certified. The Suppliers' Code of Conduct will be found on our website.