

Ethical Policy/ Code of Conduct

In accordance with our corporate strategy, Kahl GmbH & Co. KG has adopted legality and corporate responsibility into our corporate governance principles. We therefore comply with the below mentioned rules and also ask all our business partners to do so.

Forced Labour

The supplier does not encourage or support the use of forced labour. The supplier shall not use, or encourage by its practices, prisoner labour or systems of holding to ransom or withholding of identity papers by the supplier or by third parties. Employees are free to terminate their employment contract following an agreed term of notice.

Regular Employment

To every extent possible work performed must be on the basis of a recognized employment relationship established through national laws and practice.

Freedom of Association and Collective Bargaining

The supplier respects the right of all its workers to join a trade union of the person's own choice and to participate in its lawful activities.

Environmental Health & Safety

The supplier is committed to the prevention of workplace accidents and illnesses, the identification and the elimination of hazards, the protection of the environment and the continuous improvement of its Environmental, Health and Safety Management System. The supplier shall measure its environmental, health and safety performance in accordance with established standards.

Child Labour

The supplier does not engage in or support exploitative child labour. Children and young persons under 18 shall not be employed at night or in hazardous conditions.

Living Wages

The supplier shall pay workers wages and benefits for a standard working week that meets, at a minimum, national legal standards or industry benchmark standards. The living wages should always be enough to meet basic needs and to provide some discretionary income.

Benefits

The company ensures that all workers are included in all appropriate state or private benefit provisions, especially work place injuries, maternity, invalidity and old age benefits.

Adult Working Hours

The supplier complies with local laws and regulations on working hours. Workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7 day period on average. Overtime shall be voluntary and shall not be demanded on a regular basis and shall always be compensated at a prescribed premium rate.

Discrimination

The supplier shall not discriminate in hiring, compensation, access to training, promotion, termination or retirement based on race, national or ethnic origin, colour, religion, gender, marital status, sexual orientation, age, union membership or political affiliation.

Discipline

The supplier shall abstain from any practicing of corporal, mental or physical punishment or verbal abuse.

Security of Employment

Workers employed on a temporary contract basis are covered by the provisions of this code.

Animal Rights

Member States shall prohibit the marketing of cosmetic products containing ingredients or combinations of ingredients tested on animals in order to meet the requirements of the EU Cosmetics Directive.

Kahl GmbH & Co. KG

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