

Code of Conduct - Guidelines for MÁRKLIN Suppliers

These guidelines define the basic requirements imposed on MÁRKLIN suppliers regarding their responsibility towards their stakeholders and the environment. MÁRKLIN reserves the right to make appropriate changes to the guidelines. In such cases, the suppliers are expected to accept these appropriate changes.

What MÁRKLIN expects from its suppliers:

Quality and environmental management

- introducing and maintaining a quality management system in accordance with ISO 9001
- introducing or using an appropriate environmental management system
- compliance with the valid statutes and international standards for environmental protection
- minimising environmental pollution and continuous improvements in environmental protection

Conflict minerals

undertaking reasonable efforts to ensure that no conflict minerals, which fund armed groups or contribute to the violation of human rights, are used in the products and that MÁRKLIN is not supplied with such minerals (see also: MÁRKLIN Guideline on Conflict Minerals)

Health and safety

- introduction or use of an appropriate occupational health and safety management system
- taking responsibility for the health and safety of the employees
- monitoring and assessing hazards
- implementation of the best possible and appropriate measures against accidents and occupational diseases
- offering training and ensuring that the employees are briefed on health and safety issues

Human rights and child labour

- equal treatment of all employees, irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious beliefs, gender or age, also respecting the personal dignity, privacy and rights of every employee
- compliance with all applicable labour laws
- prevention of any unacceptable treatment of employees, such as bullying, sexual harassment or discrimination
- recognition of the employees' right to free association, within the legal limits
- neither favouring nor disadvantaging the members of employees' organisations and trade unions
- not employing people under the age of 15. In countries that fall under the exemption in ILO Convention 138, not employing people under the age of 14

Supply chain

- equal treatment of all suppliers when selecting them and dealing with them
- demanding compliance with MÁRKLIN Code of Conduct from the own suppliers

Legal compliance

- full compliance with all applicable laws
- rejection of all forms of corruption and bribery. This includes payments to or other benefits for government officials intended to influence decisions.