

Sustainability in our Supply Chain

Consumers throughout the world are increasingly concerned about protecting the environment, avoiding exploitation, preserving forests, and the natural properties of products – therefore the origin of goods is becoming ever more important. The company's goal is to continuously improve the sustainability of its raw materials. Consequently, CO₂- aspects are one reason why CLR pursues the goal of giving first preference to regional over German and European suppliers before procuring products of the same quality from anywhere in the world. Our maxim is to bundle orders if possible or to adjust order quantities to avoid frequent or partial deliveries.

It is our goal to procure all our raw materials in such a way that negative impacts on the environment are minimized and disregard for human rights is excluded. In order to achieve sustainable procurement, it must be guaranteed that the goods purchased are traceable. Thus, reliable data on the origin and processing procedures must be known. Therefore, CLR aims at ensuring the appropriate traceability of all its raw materials and at complete transparency within its supply chains.

We work closely with our customers and suppliers in order to improve the social and ecological conditions of our production.

Ethical behavior and sustainability in the sense of legal, economical, ecological, and social responsibility are crucial elements of CLR. These also include long-term and trusting partnerships with our suppliers and their legally compliant conduct.

Our Sustainability Guideline applies to all suppliers throughout the world.

CLR expects its suppliers to implement in their businesses the principles defined in this guideline. It is the suppliers' responsibility to verify adherence to the principles specified below in their own supply chain.

The principles listed in our sustainability guideline are guided by the content of the following conventions and standards:

- Principles of the Global Compact of the United Nations (UN)
- Agreements of the International Labor Organization (ILO)
- SA8000 (standard for socially responsible corporate governance)

1. Business Ethics

Compliance with legal regulations

We expect our suppliers to comply with the respective legal regulations that are in place, to respect human rights, and in particular to uphold human dignity.

Prohibition of corruption

CLR does not tolerate any form of corruption on the part of its suppliers, such as bribery, granting or accepting unlawful benefits, whether directly or through middlemen. This also includes accepting (passive bribery, acceptance of gifts) benefits in order to gain an unlawful advantage.

Fair competition

CLR expects its suppliers to comply with the international and national laws on maintaining fair competition. These include the provisions on unfair competition and antitrust laws. Agreements with competitors on prices, sales terms, quantity restrictions, division of territories, or bids in public tenders, etc. are strictly prohibited.

Intellectual property

Suppliers protect the intellectual property of CLR, such as patents, trademarks, copyrights, trade secrets, product samples and know-how, and respect the intellectual property of third parties. In particular, suppliers shall ensure that the products supplied to CLR do not violate the intellectual property of third parties.

Product safety

Products of CLR as well as those it obtains from its suppliers do not pose a risk either to people or the environment and meet the agreed or legally prescribed standards concerning product safety. Suppliers are obligated to provide clear information on safe use.

2. Respect for Human Rights

Prohibition of forced labor and child labor

CLR does not tolerate forced labor and child labor, either in its own company or those of its suppliers. The suppliers must observe the minimum age for employment as set forth in the respective national regulations. In the absence of national legislation, the ILO core labor standards shall apply.



Prohibition of any form of discrimination

CLR does not tolerate discrimination and expects its suppliers to prohibit in their organization any form of discrimination, such as discrimination based on gender, marital status, ethnic and social background, skin color, origin, religious affiliation, sexual orientation, disability, political views, or other personal characteristics.

Prohibition of disciplinary punishment

CLR expects its suppliers not to exercise any form of physical or psychological punishment on its employees. This particularly applies if employees report corporate practices in good faith which violate national, international or internal regulations.

3. Working Conditions

Safety and health at work

CLR's top priority is an accident-free workplace. Suppliers are expected to comply with occupational safety regulations at their company sites. All suppliers are obligated to introduce guidelines and procedures concerning safety and health at work and to communicate them to their employees so accidents and occupational diseases can be avoided.

Living wages

CLR expects its suppliers to be aware of their social responsibility toward their employees and to offer them fair and appropriate wages and working hours. Suppliers shall pay their employees at least the salaries and social benefits to which they are legally or contractually entitled.

Working hours

CLR expects its suppliers to enable their employees to find a work–life balance and to comply with the respective national regulations concerning working hours. Employees shall be entitled to regular annual leave.

Freedom of association

CLR expects its suppliers to maintain open and constructive communication with their employees and employee representatives. Employees shall have a right to collective bargaining and to organize into unions. If unions are not permitted in a country for political reasons, the supplier must permit other forms of independent associations.

Suppliers must not discriminate against employees who engage in employee representation.

4. Maintenance of Environmental Standards

Environmental legislation

CLR expects its suppliers to maintain at least the national environmental standards of their respective country.

Avoiding and reducing environmental pollution

CLR expects its suppliers to use the necessary resources, in particular materials, energy and natural resources, efficiently and to minimize their environmental impact. This also applies to logistics and transport.

The continuous reduction of greenhouse gases affecting the climate is crucial in this context.

CLR's suppliers support activities that ensure the responsible procurement of raw materials. The procurement and use of raw materials that are obtained illegally or in an ethically reprehensible way or through unreasonable means must be avoided. Suppliers pledge to identify such raw materials in the supply chain, to inform CLR about pertinent violations and to take suitable countermeasures.

The chemicals delivered to CLR are subject to the REACH Regulation and are provided with appropriate safety datasheets. The use of suitable software ensures that the pertinent information is passed on in the supply chain.

Suppliers shall issue an EU Declaration of Conformity regarding compliance with the RoHS Directive if required.

CLR's suppliers are obligated to guarantee compliance with these regulations on the part of their subcontractors through suitable contractual arrangements.

5. Management Systems

CLR expects its suppliers to maintain management systems so as to ensure compliance with the principles set forth in this Sustainability Guideline. CLR prefers suppliers who actively maintain management systems which contain the essential ethical, ecological and social components and keep developing them on an ongoing basis (e.g., ISO 9001, ISO 14001, SA8000).

6. Implementation

Upon request, suppliers shall provide all information required for an initial assessment correctly and comprehensively as part of a self-assessment. In addition, they shall provide any other information that produces evidence of compliance with the Sustainability Guidelines. CLR reserves the right to check the implementation of this guideline and verify it by way of supplier audits.

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