

## Code of Conduct

CMC Klebtechnik GmbH and Coloprint tech-films GmbH, all of belonging to the CMC Group, Frankenthal herewith certify that they respect and adhere to the Ten Principles constituted on the UN-Global-Compact website (<http://www.unglobalcompact.org/AboutTheGC/TheTenPrinciples/index.html>).

In addition to the German law we respect the Universal Declaration of Human Rights, International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations Convention against Corruption stated out by the UN.

A yearly audit done by the management with a written report circumstantiates the continuously process of improvement. The report can be forwarded to any interested party on request.

### The Ten Principles of the UN

#### **Human Rights**

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

#### **Labour Standards**

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

#### **Environment**

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

#### **Anti-Corruption**

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.



Bert Schattschneider  
Head of Management Board



Serge Scherer  
General Manager