

# **SLAT Code of Conduct:**

## **Social responsibility in Corporate Management**

SLAT will proactively work to ensure that the values mentioned below are put into practice and adhered to both now and in the future.

SLAT will promote this code of conduct to its suppliers regularly in business with SLAT. A proven breach of these principles would result in the termination of all commercial relations with the offending company.

### **1. Adherence to Laws**

SLAT will abide by the laws in effect and other legal requirements of the countries where it is in business. For countries that have a weak institutional framework, the company will carefully examine what good company practices from their home country should be applied to enable supportive, responsible company management.

### **2. Integrity and Organizational Governance**

- SLAT gears its activities towards universally held ethical values and principles, especially integrity, honesty, respect of human dignity, openness and non-discrimination based on religion, ideology, gender and ethnicity.
- SLAT rejects corruption and bribery as stated in the relevant UN Convention<sup>1</sup>. It uses suitable means to promote transparency, trading with integrity, responsible leadership and company accountability.
- SLAT pursues clean and recognized business practices and fair competition. In regard to competition, it focuses on professional behavior and high standards of quality for work. It fosters partnership and trusting interaction with the supervisory authorities.

### **3. Consumer Interests**

To the extent consumer interests are affected, SLAT abides by regulations that protect the consumer, as well as appropriate sales, marketing and information practices. Groups that are in special need of protection (e.g. protection of minors) will receive special attention.

### **4. Communication**

SLAT will communicate in an open way and is oriented towards dialogue about the requirements of this CoC and about its implementation among employees, clients, suppliers and other stakeholders. Every document and all information will be duly produced. They will not be unfairly changed or destroyed.

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<sup>1</sup> UN Convention against corruption in 2003, in force since 2005.

They will be properly stored. Company secrets and partner's business information will be handled sensitively and will be kept in confidence.

## 5. Human Rights

SLAT is committed to promote human rights. It respects human rights stated in the Charter of the United Nations (2)<sup>2</sup>, especially those named in the following:

- Privacy  
Protection of privacy.
- Health and Safety  
Ensuring health and work safety, especially the guarantee of a safe and health-promoting work environment, avoiding accidents and injuries.
- Harassment  
Employee protection against bodily punishment and against physical, sexual, psychological or verbal harassment or abuse.
- Freedom of Conscience  
Protection and guarantee of the right to freedom of conscience and freedom of expression.

## 6. Working Conditions

SLAT abides by the following core work standards from ILO (3) :

- Child Labor  
The prohibition of child labor, i.e. the employment of people younger than 15 years old, as long as the local legal requirements do not specify a higher age limit and as long as no exceptions are permitted. (4)
- Forced Labor  
The prohibition of forced labor of any kind. (5)
- Wage Compensation  
Work standards concerning compensation, especially regarding the level of compensation as stated in the laws and requirements that are in force. (6)
- Employee Rights  
Respecting the rights of the employee to freedom of association, freedom of assembly and collective bargaining, as long as this is legally permitted and possible in the respective country. (7)

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(2) <sup>2</sup> General explanation of human rights, UN Resolution 217 A (III) from 1948.

(3) ILO = international Labour Organization

(4) ILO Convention No. 138 from 1973 and ILO Convention No. 182 from 1999

(5) ILO Convention No. 29 from 1930 and ILO Convention No. 105 from 1957

(6) ILO Convention No. 100 from 1951

(7) ILO Convention No. 87 from 1948 and ILO Convention No. 98 from 1949

- Prohibition of Discrimination  
Treatment of all employees in a non-discriminatory fashion. (8)

## 7. Hours of Work

SLAT abides by work standards concerning the longest permitted time of work.

## 8. Environmental Protection

SLAT fulfills the requirements and the standards for environmental protection that affect their operations and acts in an environmentally conscious way at all locations where it is in operation. For additional responsibility with natural resources, it holds to the principles from the Rio Declaration (9).

## 9. Civic Commitment

SLAT contributes to the social and economic development of the countries and regions where it is in business and promotes appropriate, volunteer activities by its employees.

## 10. Implementation and Application

SLAT will make every appropriate and reasonable effort to implement and to apply the principles and values described in this CoC now and in the future. Contractual partners will be informed about the basic measures upon request and within the scope of a reciprocal cooperation, so that it becomes observable how keeping these measures is fundamentally guaranteed. No right exists to disseminate operational or business secrets related to competition or any other information that is in need of protection.

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Francois DUCHATEAU  
President and Chief Executive Officer, SLAT

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(8) ILO Convention No. 111 from 1958

(9) The 27 principles from the "Rio Declaration on Environment and Development" from 1992 as the result from the UN Conference on Environment and Development in Rio de Janeiro