

Corporate Social Responsibility Guidelines (CSR)

05.2018

As an independent, medium-sized manufacturer of laboratory chemicals, analytical reagents and standards, we have been working with our customers and suppliers in our national and international markets for over 40 years from our locations in Germany in fair, partnership-based cooperations aimed at mutual success.

Our business activities are characterized by our awareness of our social responsibility and the entitlement of current and future generations to sustainable action. In order to keep meeting these requirements in the future, we have developed the following Corporate Social Responsibility Guidelines. At the same time, we commit ourselves to the ten principles of the "UN Global Compact" and to the "Ethical and Business Principles" of the European Association of Chemical Distributors (FECC).

Ethics

In our business activities, we strive to ensure sustained compliance with and adherence to the following values and principles. We familiarize all our employees with these principles so they apply them in their day-to-day work.

We inform our suppliers, subcontractors and business partners of our values and principles and expect them to comply with comparable ethical standards and business principles.

We commit ourselves to complying with our national legal provisions and with the law of the European Union. In addition, we apply the legal provisions of the countries to which we export, insofar as they are relevant to the safe, healthy and ecological handling of our products.

We conduct our business activities fairly, honestly and incorruptibly.

We reject all forms of active or passive corruption. We neither practice nor tolerate blackmail, tortious interference, promises or gifts that are intended to or have the potential to effectuate or maintain business benefits.

We adhere to fair competition by complying with all applicable national and international antitrust and trade control rules.

Environment

In accordance with our company's policies and our environmental, occupational health and safety guidelines, we promote the safe and environmentally sound development and manufacture of our products, including transportation, usage and disposal.

Taking into account our company's line of business and size, we use our natural resources (water, energy, raw materials) sparingly, use energy-efficient and environmentally friendly technologies, avoid harmful effects on the environment and minimize waste.

Occupational health and safety

In accordance with the law and in close dialogue with our employees, we create a safe and healthy work environment.

To this end, we operate an effective and systematic occupational health and safety management system which covers risk assessments, safety instructions, regular revisions of these and a comprehensive training programme. In addition, we continually carry out a preventative occupational health care programme for all employees at all locations.

We actively pass on to our customers our extensive knowledge of how to handle our products safely, of possibilities to substitute hazardous substances and of the law compliant use of our products under REACH.

Social and human rights standards

As a German employer, we apply all relevant national labour laws.

This includes the right to freedom of association, the right to collective bargaining, the observance of the Anti-Discrimination Law, the observance of the Minimum Wage Law, the observance of the Working Hours Law and compliance with the prohibition of child labour (persons below 15 years of age).

We do not tolerate forced labour, compulsory labour, debt bondage or involuntary prisoner labour. We treat our fellow human beings with respect and dignity. We categorically reject all forms of physical punishment and of physical, psychological, sexual or verbal harassment in the workplace.

If we find out that suppliers are pursuing business practices that are contrary to our social and human rights standards, we will terminate such business relations as soon as possible.

Conflict minerals

We use raw materials only from sources that ensure that no conflict minerals are used. We have this confirmed by our suppliers.

Data protection


The protection and security of all personal and confidential data is particularly important. Such data are handled by us with the utmost sensitivity and in accordance with the provisions of the EU's General Data Protection Regulation, the German Federal Data Protection Act and with the non-disclosure agreements we conclude.

Activities

We fulfil and promote the principles of sustainable development in our business activities by

- introducing appropriate management systems to implement our ethical and business guidelines and to advance these through continuous improvement processes
- introducing behavioural guidelines for our suppliers and service providers and by promoting compliance with these,
- compliance with the law and with other requirements,
- participation in the worldwide "Responsible Care" programme of the chemical industry,
- introducing training measures to ensure that the principles and values of Bernd Kraft GmbH are adequately understood at all company levels.

Duisburg (Germany), 25 May 2018



Dr. Jochen Kraft
Managing Director



Thomas Brunner
Managing Director