



## **DRIAM GROUP CODE OF CONDUCT**

DRIAM was founded in 1951 by Ladislav and Odon Nohynek. Currently, DRIAM is led in the second generation by Oliver Nohynek. Today we serve at the locations Eriskirch a. Bodensee (Germany, headquarters) and Spartanburg / SC (USA) our international clientele in the key sectors food, pharmaceutical and chemical industries. In cooperation with our partners, a staff of approx. 70 employees develops and builds automatic coating systems for batch and continuous operation.

We are committed to the United Nations' value system and approach to doing business, meeting fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. By incorporating the Ten Principles of the UN Global Compact into our strategies, policies and procedures, and establishing a culture of integrity, we uphold our basic responsibilities to people and the planet and set the stage for long-term success.

We expect our business partners to also respect the Ten Principles which are listed below:

### **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**

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.

Eriskirch/Germany, 28.10.2019

Source: <https://www.unglobalcompact.org>