



Papierfabrik Palm

Code of Conduct – Self Declaration

02.01.2020

Papierfabrik Palm GmbH & Co. KG is committed to the values and specifications of the UN Global Compact. Within the scope of our possibilities we support the guidelines in the fields of human rights, working conditions, environment and anti-corruption. These are in detail:

Human Rights

1. Our company supports and respects the protection of international human rights.
2. Our company ensures that it is not complicit in the violations of human rights.

Working Conditions

3. Our company respects the freedom of association and the effective recognition of the right to collective bargaining.
4. Our company is committed to the elimination of all forms of forced labour.
5. Our company supports the abolition of child labour. Workers under the legal minimum age, younger than 15 years or under the age of compulsory education, whichever is the lowest, shall not be employed.
6. Our company is committed to the elimination of discrimination in employment and occupation.
7. Our company ensures that it provides equal employment opportunities and equal treatment to employees.
8. Our company undertakes that working conditions do not endanger occupational safety or health.

Environment

9. Our company follows the precautionary principle in dealing with environmental problems.
10. Our company takes initiatives to promote greater environmental awareness.
11. Our company pursues the development and dissemination of environmentally friendly technologies.



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Anti-Corruption

12. Our company stands up against all forms of corruption including extortion and bribery.

FSC® Self-Declaration

13. Our company is committed to following the values of FSC® as defined in the document 'Policy for the Association of Organization with FSC®' (FSC®-POL-01-004, July 2009). The paper mill Palm GmbH & Co. KG commits itself, at present and in the future, as long as a relationship with FSC® exists, not to be directly or indirectly involved in the following unacceptable activities:
 - a. illegal logging or trading with illegal timber wood or forest products
 - b. violation of human rights or traditional rights concerning forestry use;
 - c. destruction of highly protected forests for forestry purposes;
 - d. significant transformation of forests into plantations with non-forestry use;
 - e. use of genetically modified organisms in forestry;
 - f. violation of ILO core labour standards (International Labour Organisation), as described in the ILO Declaration on Fundamental Principles of Rights at Work of 1998.

Our integrated management system gives us the opportunity to review and further develop these principles within the company. Our certifications according to DIN EN ISO 9001 / 14001 / 22000 / 50001 / OHSAS 18001 / FSC® / PEFC / EU-Ecolabel / the Blue Angel and the associated requirements and audits also serve as support.

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