

# Sustainability that pays off.

## AZO declaration of principles to protect and respect human rights



Training in the customer center

As early as 2019, AZO has committed itself in the Code of Conduct and beyond in the Declaration of Principles for the Protection and Respect of Human Rights to respect human rights on the basis of the United Nations' guiding principles for business and human rights. Participation in the survey on the National Action Plan (NAP) was therefore not an issue, nor was the SMETA audit.

When the Code of Conduct for the AZO Group was drawn up, the Declaration of Principles for the safeguarding and respect of human rights was also drawn up from January 2019. On August 1, 2019, both documents were signed by CEO Rainer Zimmermann and published on the company's website in English, French, Thai and German.

In the Declaration of Principles for Safeguarding and Respecting Human

Rights, AZO describes its full acceptance of compliance with the UN Guiding Principles, the provisions of the ILO and the ETI Base Code. We also expect our global business partners to comply with these principles.

In preparation for the German government's survey on the NAP, our policy statement is the AZO Group's statement on corporate culture. We act on this basis and ethical conviction. We see the diverse nationalities of our employees as an enrichment. For us, qualification and performance take precedence over origin or physical limitations.

We were also able to demonstrate this attitude in November 2019 when we carried out a 6-pillar SMETA audit of our company by Bureau Veritas. In order to ensure that all employees were aware of our corporate values, the entire staff of the main plant in Osterburken and the other German locations were trained by the Compliance Officer over a period

### Contact:

Firma: AZO GmbH + Co. KG  
Contact: Klaus Bachmann  
Function: Compliance Officer/  
Export Control Officer  
Phone: +49 7132 93 42 20  
E-Mail: klaus.bachmann@azo.com  
Internet: www.azo.com

of three months. The main topics were discrimination and occupational health and safety.

It was clear that we did not have to deal with the remaining points such as child labor and forced labor, and the issue of freedom of association was made clear by our in-house collective bargaining agreement with IG Metall and our works council. So that all employees and business partners can also contact us in the event of violations, we have created the option of anonymous reporting to the Compliance Officer on our company website and as an app via our Share-Point.

### Facts:

- 586 Trainings 2019 on human rights, ILO & ETI Base Code
- Execution 6-Pillar SMETA-Audit (3 days)
- Introduction whistleblower system