

AZO pledges to respect human rights in accordance with the provisions in the National Action Plan for Business and Human Rights and the UN Principles for Business and Human Rights. Hence we support implementation of nationally and internationally recognised standards for human rights, both within the company and at partners and associates throughout the entire value chain.

Our declaration of principles defines the conduct and standards for human-rights due diligence in the company and at our business associates. AZO accepts without reservation the principles for business and human rights advocated by the UN and the International Labour Organization (ILO) and expects that its business associates and suppliers respect and comply with human rights and labour laws in their business activities.

Every business associate should undertake to apply and observe all relevant statutory instruments, ILO standards and the ERI Base Code (Ethical Trading Initiative) and, as far as possible, encourage and request subcontractors to also apply them.

Among others, this includes the following criteria:

Child labour

We abide by the provisions of the ILO, the United Nations conventions and national regulations of our foreign subsidiaries with regard to child labour. Regulations to protect children and young people should be observed; violations will not be tolerated. AZO has committed itself to this and we expect our business associates, who do business with AZO, not to employ any workers younger than the minimum age of 15 years.

In countries that come under the exception for developing countries according to the ILO Convention 138, the minimum age may be reduced to 14 for the purpose of supporting a family.

Forced labour

We condemn all forms of forced labour, other compulsory labour and involvement in human trafficking. All forms of corporal punishment, psychological or physical duress, or verbal abuse are forbidden.

Health and safety at work

Fair remuneration is paid for work, wages are equivalent to the national minimum wage at the least. Working hours are based on current national and international laws and employment guidelines.

We make sure that the health and safety of our employees are protected at work by observing the statutory requirements for occupational safety.

Freedom of association

We recognise the right to freedom of association for employees and members of labour organizations or of trade unions and undertake to neither give them preference nor discriminate against them. Any employee working in our supply chain has the right of freedom of association and collective bargaining.

Discrimination

AZO employs men and women of many different nationalities and ages, with various skin colours, from various cultures and religions as well as different ethnic and social backgrounds. As they each have their own perspective, working in teams made up of a variety of people, they play a part in expanding the wealth of ideas within the company.

We do not tolerate any form of discrimination on the grounds of age, gender, race, disability, religion, political affiliation or other factors. As far as individuals or groups in the company are exposed to discrimination, this is not permitted to persist in facilities belonging to the AZO Group.

Cultural differences between employees of diverse backgrounds and nationalities represent an enrichment for our company. Qualifications and performance on the actual job are the only criteria for successful employment. In addition, we support the employment of people with severe disabilities wherever it is possible for us and we assist them in performing their duties and developing their skills.

Our approach is one of open-mindedness and inclusiveness. We are open to and tolerant of differences and the manifold expectations of our employees, including a healthy balance between work, family and personal life.

Osterburken, 01/08/2019



Rainer Zimmermann, CEO