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## Social Accountability at DyStar

DyStar is a global supplier of products and services for the textile and leather industries. As a member of the chemical industry, it is committed to the principles of Responsible Care. That means:

- Safe production, handling, transport, application and disposal of our products.
- A responsible attitude to the environment and natural resources.
- Protecting our employees from accidents and health hazards.
- Treating employees, customers and suppliers fairly, respecting people and avoiding discrimination.

We therefore define social responsibility in keeping with main points of the international standard on social accountability (SA 8000).

### Child Labour

- DyStar does not support or tolerate child labour within its area of responsibility.
- DyStar does not expose children or young workers to situations in or outside of the workplace that are hazardous, unsafe or unhealthy.

### Forced Labour

- DyStar does not engage in or support the use of forced labour.

### Health and Safety

- Bearing in mind the prevailing knowledge of the industry and of any specific hazards, DyStar does everything it can to provide a safe and healthy working environment. DyStar makes every endeavor to prevent accidents and injury to health. DyStar has appointed accountable persons who are responsible for the health and safety of all personnel.
- DyStar ensures their staffs receive regular health and safety training.
- DyStar provides clean bathrooms, appropriate staff rooms and access to potable water.

### Freedom of Association, Right to Collective Bargaining

- DyStar respects the right of all personnel to form and join trade unions and to bargain collectively.
- DyStar ensures that the representatives of trade unions are not the subject of discrimination and that they have access to their members in the workplace.

### Discrimination

- DyStar does not tolerate discrimination based on race, ethnic origin, gender, religion, philosophy, political or union membership, disability, age, marital status or sexual orientation. DyStar does not tolerate behavior that is sexually coercive or threatening.

### Disciplinary Practices

- DyStar does not engage in or support the use of corporal punishment, mental or physical coercion and verbal abuse of its employees.

### Working Hours

- DyStar complies with applicable laws and standards.

**Maternity Protection**

- DyStar protects female employees when they are pregnant.

**Remuneration**

- DyStar ensures that the wages paid always meet at least legal or industry minimum standards.
- DyStar does not tolerate labor-only contracting arrangements and false apprenticeship schemes.

**Management Systems**

- The commitment to conform to this declaration is set out in a directive in the company's Management System. DyStar regularly reviews check the adequacy and effectiveness of this directive and strives to improve the contents.
- DyStar works to ensure that suppliers and sub-contractors also act according to this declaration insofar as it is within its power to do so.
- DyStar analyses and responds to every infringement of this formal obligation in the company.
- DyStar complies with national and other applicable laws.



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