

hubergroup statement concerning the Business Social Compliance Initiative (BSCI) Code of Ethics

The **hubergroup** as a whole and every one of the Group's companies are fully aware of their social responsibility. This explains why one of our chief concerns is to improve social and environmental standards in the manufacturing and developing countries that are now supplying the markets of the industrialised nations.

The BSCI aims to encourage and promote compliance with social and environmental standards through a Code of Ethics it has drawn up based on the conventions of the International Labour Organization (ILO), the United Nation's Human Rights Charta, Convention on the Rights of the Child (UNCRC) and Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), the UN Global Compact and the OECD Guidelines for Multinational Enterprises.

The **hubergroup** supports the BSCI and is undertaking all it can to implement its goals. Many of our Group companies are certified in accordance with ISO 9001, ISO 14001 and OHSAS 18001.

As a matter of course, all **hubergroup** companies comply with national legislation and guarantee the freedom of assembly and association as well as collective bargaining. They ban all forms of discrimination, child labour, forced labour and violations of physical and psychological integrity, while at the same time implementing appropriate, transparent wage structures and working practices, strong occupational health and safety measures and an effective environmental protection system.

We are involving all of our suppliers in our efforts, actually carrying out audits in their own factories, although we have to date not yet engaged independent, SAI-accredited inspectors to conduct such audits on our behalf (SAI = Social Accountability International).



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