


 CORDES

CODE OF CONDUCT





Code of Conduct for suppliers & service providers

The principles of the Code of Conduct (CoC) form the basis of the sustainability management system of Cordes GmbH & Co. KG. We take compliance with these principles very seriously and expect responsible behavior not only from our employees, but also from our business partners around the world. Our principles are therefore an integral part of our supplier management with the aim of exerting a positive influence on our suppliers, sub-suppliers, subcontractors and service providers.

CONTENT

Expectations of cooperation	04 – 05
Commitment to human rights and environmental protection	06 – 07
Human rights and environmental protection in our own company, Shared responsibility	08 – 09
Preventive and remedial measures, Complaints procedure	10 – 11





EXPECTATIONS OF COOPERATION

This CoC describes minimum requirements for sustainable management. We expect our suppliers and service providers to respect and comply with the agreed principles and all applicable national and international laws, regulations and sustainability standards in the industry.

Furthermore, suppliers and service providers are obliged to:

1. Take appropriate measures to integrate the principles of the agreement into their own business operations.
2. Communicate the agreed principles with all their employees, suppliers and sub-suppliers in their value chain in an appropriate manner.
3. To regularly review compliance with the agreement to an appropriate extent and to demand compliance if necessary.
4. To provide information and documents on how the agreed principles are complied with.
5. To take corrective action in the event of deviations from the agreement that lead to compliance with the agreement.
6. To inform Cordes GmbH & Co. KG of any corrective action taken.



COMMITMENT TO HUMAN RIGHTS AND ENVIRONMENTAL PROTECTION

We consider the protection of human rights to be a central element of our corporate responsibility. Our commitment to respect human rights is based on the United Nations Universal Declaration of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We are committed to respecting internationally recognized human rights and observing them in our business activities and along our value chains:

- > The prohibition of child and forced labor
- > The prohibition of slavery and discrimination
- > The strengthening of freedom of association and protection of the right to organize
- > Compliance with occupational health and safety
- > Combating corruption and bribery
- > Fair and appropriate wages and working hours
- > All security personnel protecting the company comply with the applicable laws
- > The prohibition of forced evictions and unlawful seizure of land.

We are convinced that the natural resources of water, air and soil must be handled carefully and responsibly so that the ecological system of which we are a part is preserved as the basis of life for future generations. This also applies to the economical and efficient use of energy and other resources. The environmental impact of products, production processes and facilities is taken into account when making business decisions. We pursue a continuous improvement process to protect people, animals and the environment and are committed to the following conventions:

- > Handling mercury in accordance with the Minamata Convention
- > Handling persistent organic pollutants in accordance with the Stockholm Convention
- > Import and export of hazardous waste in accordance with the Basel Convention.



HUMAN RIGHTS AND ENVIRONMENTAL PROTECTION IN OUR OWN COMPANY

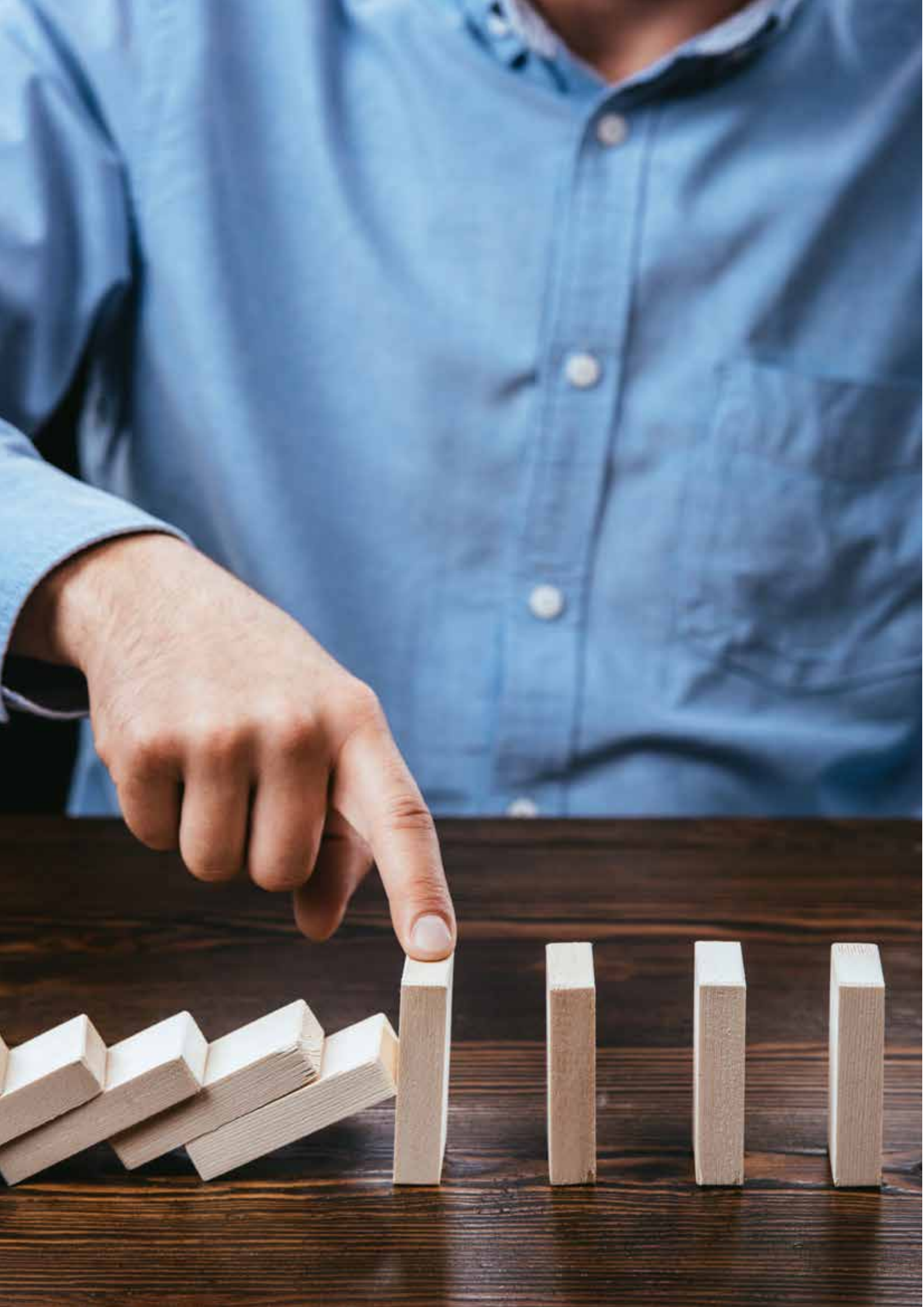
The principles set out here are based on the German Supply Chain Due Diligence Act (SCDDA) and apply to our own business activities and all employees of Cordes GmbH & Co. KG. In addition, we expect our suppliers and service providers to commit to complying with the agreed principles and to implementing appropriate procedures to respect human rights and environmental protection.

Compliance with national law is a top priority for us. In cases where international human rights are restricted by local laws, we strive to promote the principles behind the international standards without coming into conflict with local laws. Where local laws go beyond international standards, local laws will govern our activities.

SHARED RESPONSIBILITY

As a company in the wood industry, we have the opportunity to strengthen the protection of human rights and the environment in a variety of ways. However, we are also aware of the human rights and environmental risks that may be associated with our business activities. We strive to gradually and regularly analyse and document our risks and their specific relationship to our company through structured risk assessments in our own business activities, the supply chain and in relation to our products and services. Where risks exist, we strive to take suitable preventive measures.

We carry out a regular risk analysis in accordance with § 5 of the SCDDA and will adapt our CoC accordingly. We pursue an approach of continuous improvement and view sustainable development as a process in which we strive to build resilient and strong partnerships with our suppliers and service providers.



PREVENTIVE AND REMEDIAL MEASURES

In cases where we cause or contribute to actual human rights violations through our business activities, we strive to take swift and effective remedial action. We expect our suppliers and service providers to immediately cease any violation of human rights or environmental standards and to minimise the extent of the violation. Cordes GmbH & Co. KG must be informed of all violations of the agreed principles.

COMPLAINTS PROCEDURE

We have introduced an internal reporting channel that offers the opportunity to report complaints in connection with the contents of the CoC, possible compliance violations or human rights violations confidentially and securely. You can access the reporting channel via our website www.cordes-holz.de in the footer.

This agreement is final. No side agreements have been made. All amendments to this agreement or its annexes must be made in text form. This also applies to the waiver of this text form requirement.

Should a provision of this agreement be or become invalid or should the agreement be incomplete, the remaining content of this agreement shall not be affected. The invalid provision shall be replaced by a provision that comes closest to the meaning and purpose of the invalid provision in a legally effective manner. The same applies to any loopholes in this agreement.



Andreas Cordes, Managing Director
Bremerhaven, 06 June 2024.



OUR PRODUCTS - VERSATILE AND COMBINABLE

Planed timber

Wooden profiles
Laths / Framing timber
Facade
Solid wood flooring
Framework / subframes with or without surface treatment

Lumber

CE Battens / Strips
Formwork / Planks
Square Timbers / Wedge planks

Edge-glued panels Three-layer panels

KVH® | DUO | TRIO | Glulam | Timber framing

In stock / Custom orders
Fixed-length cutting
High-Tech Engineered
framing
Glulam building elements
Timber frame elements

OSB boards

Dull
Tongue and groove

Wood briquettes | Wood pellets

Plywood

Softwood plywood, Eastern
European, Asian and South
American, as well as premium-
grade products

Garden wood

Deckboards
Subframe / Posts
Multi-Deck

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