



# BACARDI LIMITED

## THE THIRD-PARTY CODE OF CONDUCT

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## INTRODUCTION

The Bacardi Group is the largest privately held distilled spirits company in the world and produces and markets a variety of internationally recognized spirits, sparkling wines, vermouths, and non-alcoholic beverages that are distributed and sold globally. As used herein, the reference to the “**Bacardi Group**” shall mean Bacardi-Martini B.V. (“**BMBV**”), Tradall S.A (“**Tradall**”) and any other member of the group of companies ultimately owned by Bacardi Limited, and “**Third Party**” shall mean entities (including their employees, agents and/or sub-contractors) or individuals contracted to work for or with the Bacardi Group, providing goods or services to the Bacardi Group, or purchasing goods or services from the Bacardi Group.

## COMPLIANCE WITH LAWS, REGULATIONS AND CONVENTIONS

The Bacardi Group is determined to follow the highest standards of Business Integrity, Human Rights, Environmental Protection, Labor Standards and Health and Safety, based on international regulations, conventions and/or best practice. This **THIRD-PARTY CODE OF CONDUCT**, including without limitation the standards as per Annex I, (the “**Code**”) sets forth the requirements that Third Parties must meet with respect to their business transactions with the Bacardi Group.

Third Parties doing business with the Bacardi Group must operate in full compliance with the laws of their respective countries and with all applicable rules, regulations, customs and published industry standards applicable to them. In case of conflict between the Code and local legislation, the local legislation shall prevail.

Third Parties must maintain and make available sufficient records to demonstrate legal and regulatory compliance when requested to do so by the Bacardi Group.

## REPORTING OF VIOLATIONS

Third Parties are obliged to report any known violations of the Code in their own business field or in the business field of their subcontractors. The reporting shall be made with due regard to legitimate interests, the rights of employees, data protection and business secrets. Reports may be sent to the Bacardi Business Integrity team at [businessintegrity@bacardi.com](mailto:businessintegrity@bacardi.com) or to the Bacardi Integrity line at [www.bacardiintegrityline.com](http://www.bacardiintegrityline.com).

## USE OF SUPPLIERS AND SUBCONTRACTORS

- Third Parties shall consider human rights-related and environment-related expectations as per this Code when selecting their suppliers and authorized subcontractors and shall oblige their suppliers and authorized subcontractors to comply with the Code.
- Third Parties shall ensure that the supplier and/or subcontractor addresses and passes on the obligations in the Code along the supply chain.
- The supply chain refers to all products and services of a company. It includes all steps taken at the place of establishment or abroad that are necessary to produce the products and provide the services, starting from the extraction of the raw materials to the delivery to the end customer and includes (i) the actions of an enterprise in its own business area; (ii) the actions of direct suppliers; and (iii) the actions of indirect suppliers.

## ORGANISATION & TRAINING

- Third Parties shall develop and implement management systems, processes, procedures, and policies necessary to establish and comply with the requirements under this Code and to monitor it continuously.

- Third Parties must be able to track their supply chain in a way that they can prove provenance of all raw materials, up to the point of origin, and related services. The Bacardi Group may at any time request Third Parties to provide a complete and updated mapping of its supply chain.
- Third Parties must provide compulsory training programs for its relevant employees and directors to ensure awareness and effective implementation of contractual guarantees with respect to Human Rights and Environmental Standards under the Code. The programs should include:
  - Extent of the human rights and environmental due diligence obligations;
  - Internal preventive measures;
  - Management of risks in the extended supply chain;
  - Documentation and reporting of identified risks.

## **COMPLAINT PROCEDURE**

Third Parties have access to the complaints procedure set up by the Bacardi Group, which is available by emailing the Bacardi Business Integrity team direct at [businessintegrity@bacardi.com](mailto:businessintegrity@bacardi.com), or by logging a report online via the Bacardi Integrity line at [www.bacardiintegrityline.com](http://www.bacardiintegrityline.com). Third Parties shall not undertake any actions that hinder, block or impede access to the complaints procedure.

## **ANTI CORRUPTION AND BRIBERY**

- Third Parties must have adequate controls in place to minimize the risk of bribery and corruption in all areas of their business.
- Third Parties must not offer or accept any loan, gift, donation or payment (and ensure that no loan, gift, donation or payment is made, offered, promised or agreed by any person or entity acting on its behalf) either directly or indirectly, whether in cash or in kind, to or for the benefit of any government official or any third party to obtain or retain business or to obtain or retain any improper advantage. The offering or acceptance of bribes will lead to the immediate cancellation of the Third Party contract. This prohibition includes “facilitation” or “grease” payments to government officials or other parties.

Third Parties shall inform Bacardi immediately if any such loan, gift, donation or payment or any such facilitation or “grease” payments have been requested by any government official or third parties in the course of its business activities in connection with the Bacardi Group.

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## **TRADE SANCTIONS**

Third Parties will not engage in any transaction, commercial or otherwise, with any specified or designated persons, entities, or other bodies subject to or identified under any national or international trade sanctions, restrictions or embargoes.

## **ANTI COMPETITION**

Third Parties must not enter into any agreements or understandings with competitors or others that restrict competition, in particular agreements to fix prices, allocate markets or limit sales.

## **ADVERTISING OF ALCOHOLIC BEVERAGES**

Where relevant, Third Parties must ensure that any type of commercial communication regarding alcoholic beverages comply with the applicable laws and regulations related to advertising of alcoholic beverages, and with the following guidelines:

- No directing the advertising specifically at those under legal drinking age, nor inclusion of advertising in programs or spaces that are principally aimed at this age group;
- No encouragement of excessive or abusive consumption, nor giving a negative image to abstinence or sobriety; no highlighting of the alcohol content of beverages as something positive;
- No suggesting that consuming alcohol can contribute to professional, social or sexual success, or that it increases sexual attractiveness, helps to overcome shyness or constitutes a way for one to solve problems;
- No associating the beverages with the use of vehicles, weapons or the improvement of physical or mental performance, nor attributing to them any stimulating, sedative or therapeutic effects;
- No associating the beverages with situations of violence, aggression, danger or anti-social or illegal behavior.

## **HUMAN RIGHTS AND WORKING CONDITIONS**

### **Affirmation of general Human rights**

- Everyone has the inherent right to life, liberty and to security. Every human has the right to own property alone as well as in association with others and, for their own ends, freely dispose of their natural wealth and resources. In no case may a person be deprived of its own means of subsistence.
- People may, for their own ends, freely dispose of their natural wealth and resources. In no case may a person be deprived of its own means of subsistence.
- Everyone has the right to freedom of thought, conscience, expression and religion.
- Everyone has the right to an adequate standard of living for themselves and their family, including adequate food, water, clothing and housing as well as to the continuous improvement of living conditions.
- Everyone has the right to enjoy of the highest attainable standard of physical and mental health, in particular the improvement of all aspects of environmental and industrial hygiene.
- The rights and freedoms recognized herein may not be destroyed or limited to a greater extent than is provided for in the International Covenant on Civil and Political Rights (ICCPR) of 1966.
- In all actions concerning children, the best interests of the child shall be a primary consideration. The child has the right to survive and develop under a standard of living adequate for the child's physical, mental, spiritual, moral wellbeing, and social development and benefit from social security. A child has the right to education and the protection from economic exploitation, particularly child labor.

### **Employment is freely chosen.**

- There is no involvement in forced, bonded or involuntary prison labor as well as any involvement in slavery, slave trade and practices similar to slavery as well as human trafficking, in particular of children. This includes any work or service that is exacted from any person under the menace of any penalty and for which the said person has not offered themselves voluntarily, with exceptions listed in Art. 2 para. 2 and in Art. 8 para. 3 lit. b and lit. c of the International Covenant on Civil and Political Rights (ICCPR) of 1966.
- Workers are not required to lodge "deposits" or their identity papers with their employer. All employees shall have the right to terminate their employment in accordance with the contractual or, as the case may be, statutory notice period.
- Special care must be taken when commissioning employment agencies, both directly and indirectly. Employment agencies may only be commissioned if they operate lawfully and responsibly. As far as possible, certified employment agencies must be commissioned.

### **Freedom of association and the right to collective bargaining are respected**

- Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively without previous authorization.
- Third Parties shall adopt an open attitude towards the activities of trade unions and their organizational activities.
- Workers are free to peacefully assemble and strike provided the assembly or strike is carried out in conformity with the applicable national law.
- Worker's representatives are not discriminated against and have access to carry out their representative functions in the workplace.
- Where the right to freedom of association and collective bargaining is restricted under law, the employer facilitates, and does not hinder, the development of parallel means for independent and free association and bargaining.

**Fair wages are paid**

- Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or if higher, on the basis of industry standards approved in collective bargaining.
- All workers shall be provided with written and comprehensible information about their employment conditions in respect to wages and holidays before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.
- Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded.

**Prohibition of Child Labor**

- Third Parties comply with ILO standards on child labor and prohibit the use of child labor and forced or compulsory labor at all their units, in particular all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labor, including forced or compulsory recruitment of children for use in armed conflict; the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances, the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties, work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children
- Child labor herein shall mean any work that is harmful to children i.e., work which is exploitative, prevents children from getting an education and/or jeopardizes their physical, mental or moral well-being
- Third Parties do not employ any person below the age of eighteen years in the workplace. Where exceptions recognized by the ILO applies (cf. ILO Convention No. 138) and national law allows children aged 16 and above after completion of compulsory schooling to carry out professional activities, the Bacardi Group requires the health, safety and moral of the children to be fully protected, including comprehensive specific training of the children in the activity in question.
- If persons under the age of 18 are employed, their working hours must not interfere with their ability to participate in vocational training programs recognized by competent bodies. Third Parties shall ensure compliance by reliable age assessment methods that under no circumstance lead to a degrading or undignified treatment of employees or applicants.

**Working hours are not excessive**

- Working hours (especially with regard to overtime, breaks and rest periods) shall comply with national laws or if higher, on the basis of industry standards approved in collective bargaining.
- In any event, workers shall not on a regular basis be required to work in excess of 48 hours per week and shall be provided with at least one day off for every 7-day period on average.
- Additional overtime shall be voluntary, shall not regularly exceed 12 hours per week, shall not be demanded on a regular basis and shall always be compensated at a premium rate.
- Holidays, paid sick leave and parental leave comply with national laws or if higher, on the basis of industry standards approved in collective bargaining

## **Prohibition of Discrimination**

- Any form of discrimination against employees must be avoided and actively prevented. There shall be no discrimination in particular in hiring, compensation, access to training, promotion, termination or retirement based on especially race, skin color, caste, national origin, religion, age, disability, gender, status (e.g. material status), social background, sexual orientation, language, linguistic origin, property, union membership or political affiliation.
- Discrimination herein shall refer to any distinction, exclusion, restriction or preference which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.

## **Fair Treatment of temporary workers**

- Employment of temporary workers must comply with relevant national employment laws.
- Workers who are continually employed on a series of temporary contracts are potentially missing out on the benefits of permanent employment such as holiday and sick pay. Third Parties must be able to demonstrate they do not keep temporary employees on a series of short-term contracts to avoid providing them with the benefits of permanent employment.

## **Prohibition and prevention of harsh or inhumane treatment of employees**

- Torture, cruel degrading treatment or punishment, physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.
- Any involvement in genocide, arbitrary arrest, arbitrary detention, arbitrary exile shall be prohibited.
- A formal disciplinary and grievance appeal procedure with documented records of individual disciplinary hearings exists. Such a procedure will support fair treatment of workers.

## **Working conditions are safe and hygienic**

- A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment. This includes in particular the safety of workstations and areas as well as equipment, protective measures against dangerous substances, measures against fatigue, adequate temperature, lightning and ventilation.
- Workers shall receive regular and recorded health and safety training, and such training shall be repeated for new or reassigned workers.
- Access to clean toilet facilities and to potable (drinking) water, and, if appropriate, sanitary facilities for food storage shall be provided.
- Accommodation, where provided, shall be clean, safe, and meet the basic needs of the workers.
- Responsibility for health and safety is assigned to a senior management representative.
- A health and safety policy is in place.

## **Land rights, evictions**

Indigenous peoples' right to own, use, develop and control the lands, territories and resources that they possess by reason of traditional ownership or other traditional occupation or use, as well as those which they have otherwise acquired, or indigenous peoples' right to participate in a fair, independent, impartial, open and

transparent process to recognize and adjudicate the rights pertaining to their lands, territories and resources, including those which were traditionally owned or otherwise occupied or used will be respected. There must be no unlawful eviction.

### **Preservation of natural resources and basic human needs**

The natural foundations of life must be preserved and safeguarded. In particular, care must be taken within the scope of all business activities to avoid any adverse soil changes, groundwater contamination, air pollution, harmful noise emissions or excessive water consumption which would result in a substantial impairment of the natural basis for the preservation and production of food, a person being denied access to safe drinking water, a person having difficulty to access sanitary facilities, or the destruction of such facilities, or damage to the health of a person.

### **Deployment of security guards**

The hiring or use of private or public security guards for the protection of a business project is prohibited if, due to a lack of instruction or supervision on the part of the company, deployment of the security guards would result in a violation of the prohibition of torture and cruel, inhumane and degrading treatment, injury to life or limb, or employees' freedom of association being affected.

## **ENVIRONMENT, HEALTH AND SAFETY (EHS)**

### **Resource Consumption, Avoidance of Environmental Pollution**

Third Parties must comply with all applicable EHS laws and regulations, administrative practices and policies relating to the preservation of the environment of the countries in which they operate.

Throughout the entire supply chain, including goods and packaging, the aim is to avoid or continuously reduce the environmental impact of resource and energy consumption, emissions of greenhouse gases and air pollutants, water consumptions and to avoid contamination to soil or water, to avoid or reduce waste, to preserve biodiversity and to promote circular economy.

### **Hazardous Materials**

- Where relevant, appropriate measures are taken with respect of the manufacture, import or export of mercury-added products listed in Part I of Annex A of the Minamata Convention on Mercury and the use of mercury or mercury compounds in the manufacturing processes listed in Part I of Annex B of the Minamata Convention on Mercury. The treatment of mercury waste contrary to the provisions of the Minamata Convention on Mercury is prohibited.
- Where relevant, the production and use of the chemicals listed in Annex A of the Stockholm Convention on persistent organic pollutants (POPs) shall be eliminated and Stockpiles consisting of or containing chemicals listed either in Annex A or Annex B of the POPs and articles in use and wastes consisting of, containing or contaminated with a chemical listed in Annex A, B or C POPs shall be managed in a manner protective of human health and the environment.
- The import of chemicals listed in Annex III of the Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade (UNEP/FAO) is prohibited.



- Production of and consumption of substances that deplete the ozone layer (e.g. specific carbon, nitrogen, chlorine, bromine and hydrogen substances) shall be prohibited after their phase-out under the Vienna Convention for the Protection of the Ozone Layer and its Montreal Protocol on Substances that Deplete the Ozone Layer

### **Waste Management**

- The Export of hazardous waste within the meaning of Article 1(1) and other wastes within the meaning of Article 1(2) of the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal of 22 March 1989 (Basel Convention) and within the meaning of Regulation (EC) No 1013/2006 of the European Parliament and of the Council of 14 June 2006 on shipments of waste (Regulation (EC) No 1013/2006 shall be prohibited.
- Exports of hazardous waste within the meaning of Article 1 para. 1 and other wastes within the meaning of Article 1 para. 2 of the Basel Convention shall be prohibited to a party that has prohibited the import of such hazardous and other wastes, to a state of import as defined in Article 2 no. 11 of the Basel Convention that does not consent in writing to the specific import, in the case where that state of import has not prohibited the import of such hazardous wastes, to a non-party to the Basel Convention, to a state of import if such hazardous wastes or other wastes are not managed in an environmentally sound manner in that state or elsewhere.

### **Biodiversity**

- The necessary measures relating to the use of biological resources to avoid or minimize adverse impacts on biological diversity are to be adopted.
- Trade shall not threaten species of wild fauna and flora threatened with extinction as under Appendix I to III of the Convention on International Trade in Endangered Species of Wild Fauna and Flora, in particular the necessary permits for im- and export shall be obtained.

All required environmental permits and approvals must be obtained, constantly updated and complied with at all times.

Appropriate environment management systems have to be set, including – but not limited to:

- A documented environmental policy, signed by the Managing Director or equivalent
- Where appropriate, procedures for notifying local community authorities in case of accidental discharge or release of hazardous materials or any other environmental emergency
- Identification and documentation of the main areas of environmental impact. This should include as a minimum:
  - o the consumption of energy, water and other natural resources;
  - o all significant polluting emissions, discharges and wastes; and
  - o impacts on biodiversity, for example, from the destruction of natural habitats, the use of agrochemicals and the use of genetically modified crops (GMOs).
- Evidence of controls and programs in place to address environmental impacts
- Written confirmation of compliance with local and national environmental regulations is available

## **DATA PRIVACY**

Data privacy is foremost at Bacardi as we engage with consumers, customers, vendors, and suppliers. We follow all relevant local privacy laws, provide regular training to our employees and engage with the necessary technology to ensure the security of data. We expect our Third Parties to be equally responsible for the personal data of our employees and of any persons they engage with on our behalf. When legally required, Third Parties will be required to adhere to specific data protection contractual clauses.

## **IMPLEMENTATION AND AUDITS**

Achieving continual and measurable improvement in Responsible Sourcing is integral to Bacardi's business strategy. We recognize that, within our supply chains, there are many different national cultures with their own laws, norms and traditions, which we acknowledge and respect. Some Third Parties will face more complex issues than others in implementing and meeting this Code. In these areas, the Bacardi Group is committed to working with Third Parties and relevant bodies to deliver effective action plans for change.

### **Risks Assessments Screening**

The Bacardi Group procurement team risk assess all Third Party suppliers for their ability to comply with this Code. When undertaking this assessment, we consider - amongst other things - the country of operation and operating sector. Third Parties who we believe are at higher risk are prioritized for assessment and support through our responsible sourcing program. Upon request, Third Parties shall promptly provide all information that can be reasonably required by the Bacardi Group for this purpose.

### **Self-Assessment**

Third Parties identified through our screening process are asked to join SEDEX and complete a Self-Assessment Questionnaire. The questionnaire covers all aspects of our Responsible Sourcing Standards and Third Parties should complete it as fully as possible. For a small number of suppliers, it is not practical or appropriate to join SEDEX and where we agree this is the case suppliers will be asked to complete the Bacardi Self-Assessment Questionnaire. The responses to the questionnaire will be reviewed by the relevant Bacardi Procurement team. All Third Parties who have been asked to complete a Self-Assessment Questionnaire will be asked to update it every two years to ensure the responses are current.

Third Parties who are asked to join SEDEX and complete a Self-Assessment Questionnaire are expected to do so within two months.

### **Audit**

The Bacardi Group shall have the right (but not the obligation) to monitor compliance with this Code, including the right to conduct, or have its designee conduct, unannounced inspections of Third Parties' facilities and records in connection to the business with the Bacardi Group. Third Parties will be asked to undergo an audit if they have been unable to provide sufficient information to demonstrate compliance through the Self-Assessment Questionnaire or the Bacardi Group believes there may be gaps in their ability to comply with one or more of the standards. A Third Party that is asked to undergo an audit shall do this within 3 months of the request. The Third Party is responsible for commissioning an audit that is aligned with the SEDEX Members Ethical Trading Audit (SMETA) approach or equivalent. Where a Third Party has undergone an audit within the last three years, and this is shared with Bacardi, this will also be accepted.

## **Remedies for non-conformance with the Code**

### **i. Within the Third Party's Own Operations**

If a human rights-related or environmental obligation has been violated at the Third Party's business or if such a violation is imminent, the Third Party shall report this circumstance in accordance with the Code and take immediate and appropriate remedial action to prevent or terminate the violation and to minimize the extent of the violation.

The Third Party shall immediately prove to Bacardi Group which measures it has taken in this respect. If the nature of the violation is such that not all measures can be taken or become effective immediately, the Third Party shall submit a plan and a concrete timetable for the outstanding measures respectively their coming into effect.

The Third Party shall review the effectiveness of all remedial measures taken by it pursuant to this section at least once a year; if necessary, the Third Party shall adjust the measures appropriately. The Third Party shall promptly report to the Bacardi Group on the findings of its review and any adjustments made.

If the Third Party fails to comply with any of its obligations under this section, any company of the Bacardi Group shall be entitled – without prejudice to its other rights – to suspend the business relationship with the Third Party until such time as the Third Party complies with its obligations.

### **ii. Within the Third Party's upstream supply chain**

If factual indications suggest the possibility of a violation of a human rights-related or environmental obligation in the Third Party's supply chain (e.g. by a direct or indirect supplier), the Third Party shall promptly and unsolicited (but in any case, immediately upon request a company of the Bacardi Group):

- Procure all information required by the Bacardi Group (or a third party commissioned by it for this purpose) to carry out a risk analysis with regard to the entity in question (including repeatedly, insofar as repetition is required by law) and ensure that, for the same purpose, the entity also accepts that inspections may be carried out by employees or agents of the Bacardi Group;
- Impose appropriate preventive measures on the entity in question, such as the implementation of control measures by employees or agents of the Third Party or – at the request of any company of the Bacardi Group – by employees or agents of the Bacardi Group, or the provision of support in the prevention and avoidance of a risk, or the implementation of appropriate industry-specific or cross-industry initiatives.

The Third Party shall ensure through appropriate agreements with its direct suppliers that it is able to fulfil its obligations under this section at all times (i.e. that it receives the required information without delay if necessary, that its direct and indirect suppliers tolerate the aforementioned inspections and that they accept and implement the aforementioned preventive measures).

The Third Party shall promptly prove to the Bacardi Group which preventive measures have been taken.

If a human rights-related or environmental obligation has been violated in the Third Party's upstream supply chain (i.e. at one of its direct or indirect suppliers) or if such a violation is imminent, the Third Party shall report this circumstance in accordance with this Code, promptly draw up a plan for termination and minimization together with the supplier in question, submit such plan to the Bacardi Group and ensure that the supplier promptly implements the appropriate remedial measures envisaged in such plan.

The Third Party shall promptly prove to the Bacardi Group which remedial measures have been taken.

Updated 11.09.2023

## ANNEX I

1. The Ethical Trading Initiative (ETI) Base Code
2. The UK Bribery Act
3. The FCPA
4. The UN Global Compact Principles (of which Bacardi is a signatory)
5. International Covenant of 19 December 1966 on Civil and Political Rights
6. International Covenant of 19 December 1966 on Economic, Social and Cultural Rights
7. Convention No. 29 of the International Labour Organization of 28 June 1930 concerning Forced or Compulsory Labour (ILO Convention No. 29)
8. Protocol of 11 June 2014 to Convention No. 29 of the International Labour Organization of 28 June 1930 concerning Forced or Compulsory Labour
9. Convention No. 87 of the International Labour Organization of 9 July 1948 concerning Freedom of Association and Protection of the Right to Organise as amended by the Convention of 26 June 1961 (ILO Convention No. 87)
10. Convention No. 98 of the International Labour Organization of 1 July 1949 concerning the Application of the Principles of the Right to Organise and to Bargain Collectively; as amended by the Convention of 26 June 1961 (ILO Convention No. 98)
11. Convention No. 100 of the International Labour Organization of 29 June 1951 concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (ILO Convention No. 100)
12. Convention No. 105 of the International Labour Organization of 25 June 1957 concerning the Abolition of Forced Labour (ILO Convention No. 105)
13. Convention No. 111 of the International Labour Organization of 25 June 1958 concerning Discrimination in Respect of Employment and Occupation (ILO Convention No. 111)
14. Convention No. 138 of the International Labour Organization of 26 June 1973 concerning the Minimum Age for Admission to Employment (ILO Convention No. 138)
15. Convention No. 182 of the International Labour Organization of 17 June 1999 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (ILO Convention No. 182)
16. Minamata Convention on Mercury of 10 October 2013 (Minamata Convention)
17. Stockholm Convention of 23 May 2001 on Persistent Organic (POPs Convention),
18. Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal of 22 March 1989 (Basel Convention)

*[please note that following standards are only provided for by the CSDD:]*

19. Universal Declaration of Human Rights (UDHR) proclaimed by the United Nations General Assembly in Paris on 10 December 1948 (resolution 217 A)
20. Convention on the Prevention and Punishment of the Crime of Genocide of 9 December 1948
21. The Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (the "Torture Convention") adopted by the General Assembly of the United Nations on 10 December 1984 (Resolution 39/4)
22. The International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) adopted by United Nations in 1965
23. Convention on the Elimination of All Forms of Discrimination against Women adopted by the United Nations General Assembly on 18 December 1979

24. UN Convention on the Rights of the Child signed on 20 November 1989 as last amended including the optional protocols adopted on 25 May 2000 and 24 February 2012; Convention on the Rights of Persons with Disabilities adopted 13 December 2006 by the General Assembly (resolution A/RES/61/106)
25. The United Nations Declaration on the Rights of Indigenous Peoples adopted by the General Assembly on Thursday, 13 September 2007
26. Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities adopted 18 December 199 by United Nations General Assembly (resolution 47/135)
27. Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime adopted 15 November 2000 by United Nations General Assembly (resolution 55/25)
28. The International Labour Organization's Declaration on Fundamental Principles and Rights at Work adopted in 1998 and amended in 2022
29. The International Labour Organization's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy adopted by the Governing Body of the International Labour Office November 1977 as last amended in March 2017
30. 1992 Convention on Biological Diversity (incl. Cartagena Protocol on the development, handling, transport, use, transfer and release of living modified organisms and the Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization to the Convention on Biological Diversity of 12 October 2014
31. Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) of 3 March 1973;
32. Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade (UNEP/FAO), adopted on 10 September 1998 ("Rotterdam Convention") Vienna Convention for the protection of the Ozone Layer and its Montreal Protocol on substances that deplete the Ozone Layer
33. UK Modern Slavery Act
34. The German Supply Chain Due Diligence Act (LkSG)