

Statement of policy

Sustainability is the future. This is why we have drawn up this statement of policy. This policy will also be the basis upon which we select those parties we wish to work with. The aim of it is that human rights should be valued and that we practise environmental awareness.

1.1 Child labour

POCO will not tolerate any form of child labour. All parties wishing to do business with us will have to be able to verify the age of every employee. The minimum age of employees must comply with the respective statutory regulations in force, as child development must not be impeded.

1.2 Forced labour/Slavery

Forced labour, prison labour, or slavery, will not be tolerated. All employees must hold a valid work permit and be paid for their work. Both parties must be able to terminate the employment contract/arrangement.

1.3 Employment laws

The employees are to be allowed sufficient breaks and the sanitary facilities must be reasonable. The employees must be allowed the right of association.

1.4 Discrimination

Discrimination of any form is forbidden. No-one may be placed at a disadvantage or given preferential treatment on account of skin colour, religion, sex, age, sexual orientation, origins, political views, physical or mental handicap, membership of a labour organisation or for other reasons.

1.3 Payment

No employees are to receive less than the the statutory minimum wage.

1.3 Compliance with health and safety standards at work

Care must be taken to provide a safe and healthy working environment. Health and safety regulations must be observed and recorded. Employees are to be given relevant training. The manufacturing facilities must be covered with an adequate fire protection plan.

1.4 Environmental protection

The supplier or service provider shall ensure that his business operations do not give rise to any soil contamination, that no people or animals are poisoned and that flora and fauna is not harmed. Any damage which may possibly have been caused in connection with operations must be rectified immediately.

1.5 Chemicals

The supplier or service provider must not use any prohibited chemicals in the manufacture of goods. He must also observe any maximum quantities or threshold values of chemicals which may apply.

1.6 Waste disposal

Waste is to be sorted prior to collection and disposed of properly in accordance with the law through licensed waste disposal operators.

1.7 Compliance with laws

We shall comply with all statutory regulations. Breaches committed by individual employees will result in disciplinary measures being taken and will not be tolerated. Physical violence, or threats thereof or all types of mental or physical coercion are forbidden and will have consequences.

2 Reporting breaches

We are aware that in spite of great care being taken, breaches against the above principles may occur. These breaches should be reported via E-Mail to Beschwerdestelle@poco.de . Alternatively, you can send your complaint by post to
POCO Einrichtungsmärkte GmbH
Beschwerdestelle
Schulstr. 2+5
37181 Hardegsen

In order to comply with international human rights standards, we shall conduct a reasonable review of the duty of care concerning human rights and environmental protection, national laws and the guidelines of POCO Einrichtungsmärkte GmbH, with the aim of identifying, assessing, and addressing the potential and actual detrimental impact of our business operations and of our supply chain. If it is ascertained that there is a risk that our business operations do have a detrimental impact upon human rights or do cause or contribute to environmental damage, we have a system for the assessment, modification, closing down and/or correcting the operation. We encourage our employees to report assumed breaches against this statement of policy on human rights and environmental protection to the existing complaints or dispute resolution system. This also includes local management, the personnel department responsible for the employee concerned or the complaints office.