

# Käthe Kruse®

## weckt Gefühle

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### Code of conduct

As a worldwide operating company we must make sure our business partners have the same principles and values as our own employees.

To achieve this aim we require our business partners to act and deal compliant to the following guidelines.

**Ethical standards:** We respect the moral and ethical standards and beliefs of all peoples and cultures with whom we deal. We in turn expect our business partners to respect our rules and procedures.

**Product safety:** We only offer products that comply with applicable safety standards (ASTM, EN71), exercise due diligence in regard to the safety of our products and take effective action to assure the safety consumers when necessary.

**Legal requirements:** We expect our employees and business partners to abide by the laws of the countries in which we conduct business. We also expect that International law related to the conduct of business between Nations be followed at all times.

**Health and safety:** All work places are required to be safe and healthy working environments and to be in compliance with all local safety and environmental laws.

**Environmental protection:** We practice good stewardship of the environment by working to reduce the environmental impact of its operations and products through the promotion of pollution reduction and recycling where appropriate.

**Product safety:** We only offer products that comply with applicable safety standards (ASTM, EN71), exercise due diligence in regard to the safety of our products and take effective action to assure the safety consumers when necessary.

**Fair Wages:** Wages must be paid in accordance with the local and/ or national laws or regulations as a minimum standard.

**Working Hours:** Overtime hours shall be compensated at such premium rate as is legally required by national or local law.

**Child Labor:** The use of child labor is not permissible. No person under the age of 16 (or older if specified by local law) may be employed in the production of merchandise.

**Forced Labor:** There shall not be any use of forced labor, prison labor, indentured labor or conscript labor. We will not knowingly utilize or purchase materials and/or product manufactured by prison or forced labor-indentured, bonded or otherwise.

**Nondiscrimination:** All employees, suppliers, customers and business associates shall be treated

with fairness, respect and dignity and without discrimination on the basis of race, creed, gender, age or sexual orientation.

**Association:** We recognize and respect the right of employees to associate, organise and bargain collectively in a lawful and peaceful manner, without penalty or interference. We expect our business partners to also adhere to these principles.

**Harrasment or Abuse:** Every employee shall be treated with dignity and respect. No employee shall be subjected to any corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal harrasment or abuse.