



## **PURPOSE & EXPECTATIONS**

The **Supplier Code of Conduct ("The Code")** outlines Gehl's expectations from its business partners related to social and environmental considerations. Business partners include suppliers and supplier manufacturing facilities, including all subcontracting, packaging, and distribution facilities.

Gehl expects its business partners to be compliant with the local labor, environmental, health and safety, and employment regulations in their country of operation. In addition to local laws, Gehl will hold all business partners to the standards outlined in the Code and reserves the right to terminate any business relationship should it find instances of noncompliance with the Code. We expect business partners to ensure that their upstream activities that affect the goods provided to Gehl are also in compliance.

Gehl and its subsidiaries comply with the Ethical Trading Initiative (ETI) Base Code, further information can be found at [ethicaltrade.org/eti-base-code](http://ethicaltrade.org/eti-base-code).

## **PROHIBITION OF FORCED LABOR**

Gehl will not tolerate forced or indentured labor in its supply chain – all labor must be voluntary. Business partners must ensure that proper documentation and procedures are in place to manage the status of employees, including migrant and, if applicable, prison labor. This documentation should be consistent with the laws of the partner's country of operation, as well as laws on modern slavery and human trafficking.

All employment contracts should clearly state the terms of employment and be available in workers' native language. Business partners should ensure that employees' freedom of movement is not restricted by the withholding of travel and identification documents and/or the payment of recruitment fees and should allow employees to terminate employment with reasonable notice.

## **PROHIBITION OF CHILD LABOR**

Business partners must not employ children under the legal working age in the country of operation. If no minimum age exists, all employees must be at least fifteen (15) years old. Business partners must maintain official, verifiable documents of all employee's ages. If partners legally employ young workers under eighteen (18), they should ensure that these young employees are not performing hazardous work that may expose them to undue physical, mental, or emotional harm.

## **PROHIBITION OF HARRASSMENT, ABUSE AND DISCRIMINATION**

Suppliers should treat employees with dignity and respect, and should make employment decisions based on qualifications, skills, performance, and ability and willingness to do the job. The supplier should not discriminate and base employment on factors such as race, color, religion, gender, age, national, social or ethnic origin, maternity, sexual orientation, or disability.

Suppliers must not tolerate any form of harassment during the hiring or employment process. This includes psychological, physical, sexual or verbal abuse, intimidation, and corporal punishment. Suppliers should have a process in place for workers to be able to confidently report instances of harassment.

## **COMPENSATION, BENEFITS, AND HOURS OF WORK**

Suppliers should comply with applicable regulatory requirements in providing compensation, benefits, holidays, and in outlining working and overtime hours. Suppliers should provide wages that meet industry standards and should ensure that all overtime hours are voluntary and compensated at a premium rate. Overtime hours should not exceed the legal limit. Suppliers should also ensure that no illegal deductions are made to employee remuneration, and that wages are paid regularly and on time.

## **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

Suppliers should respect the rights of workers to join or refrain from joining worker unions and organizations and respect their right to freely associate with these groups.

## **WORKER HEALTH AND SAFETY**

Suppliers should provide a clean, safe, and healthy work environment for workers and comply with applicable laws that address employee health and safety. Suppliers should have processes in place to prevent injury and maintain sanitation and operation of facilities. Workers working with hazardous materials or dangerous equipment should be provided with the necessary training and equipment to legally and safely handle these. At minimum, suppliers should provide sanitary facilities – including potable water, ventilation, clean bathrooms, dorm rooms and kitchens, if applicable – to workers.

## **BUSINESS ETHICS**

Gehl expects its suppliers to comply with applicable ethical laws and regulations in their countries of operation, and to conduct business legally and ethically. Suppliers are prohibited from engaging in corrupt behavior, which includes bribing officials with gifts or other forms of entertainment, and entering into transactions in which there is a conflict of interest or where a supplier or individual is able to gain a business advantage through inappropriate means.



## **ENVIRONMENT**

Gehl requires suppliers to ensure that their operating facilities comply with all applicable environmental laws, including laws related to waste disposal, air emissions, and water management. Gehl further encourages suppliers to implement effective systems to set targets and plans for reducing adverse environmental impact within its operations.

## **GRIEVANCE MECHANISMS**

The supplier should develop an anonymous and confidential system to report violations of the ETI base code, ethics, safety and environmental, or company policy.