

Organisationsanweisung: Anti Slavery Policy



OA 023b

Zugehöriger Prozess: FP01; Dokumenteneigner: AL Qualität

Ersterstellungsdatum & Autor: Andreas Matzig, 14.05.2021	Erstellungsdatum aktuelle Version & Autor: Andreas Matzig, 08.01.2022	Ausgabedatum 08.01.2022	Version: 01.00	Seite 1 von 2
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Purpose of this statement

Explaining and shedding some light on the topic of modern-day slavery/circumstances of slavery like working conditions within the organization. Bringing the importance of this issue in the global supply chain to the attention of all stakeholders.

For reason of simplicity Franz Barta GmbH is referred to as – Barta - in this document.

Area of effectiveness

Franz Barta GmbH Wien. All Barta employees acting officially on behalf of Barta, regardless of their physical location.

Document storage

15 years minimum

General Statement

Barta is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and imposes the same high Standards on its suppliers. Such high Standards include, to respect the basic human rights of employees, to promote equal opportunities for and treatment of its employees, to respect the personal dignity, privacy and rights of each individual, to refuse to employ or make anyone work, against his will, to provide fair remuneration and to guarantee applicable statutory minimum wage.

Barta also ensures to employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14, to take responsibility for the health and safety of our employees, to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases.

Structure of the Organization

Franz Barta GmbH is a company registered under laws of Austria. Production of our product only takes place in Vienna, Austria. Our heat transfer labels are sold to customers all over the world (exporting 98% of our product). Main industries supplied are textile, automotive, function (e.g. orthopedic wear). Our main customers are located in the EU area, NA and China. The company was founded in 1947 and has since operated on the same address, undergoing several expansions over the years. The company is family run & owned since the founding year.

More details about our company can be found at: www.barta.at

Further actions

Following our review of our actions to prevent slavery or human trafficking from occurring in our business or supply chains, as well as continuing to work towards all our suppliers having committed to our high Standards and signed our 'Supplier Agreement', Barta intends to educate its employees further to recognize the risks of modern slavery and human trafficking in our business and supply chains. Through internal training programs, we intend to encourage our employees to identify and report any potential breaches of our Principles of Business Conduct within the Barta organization in relation to anti-slavery, human trafficking and other compliance violations (see also Barta Whistle Blowing policy).

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Customer requirements

Certain customers (e.g. Daimler) require special attention being paid to the supply chain to so called “**human rights hotspots**” (German: “menschenrechtliche Knotenpunkte”). These are areas where due to the political/social/economic framework human rights violations might occur. The supplier is required to evaluate its supply chain to identify so called hotspots.

Barta achieves this goal by:

- a) Regular risk assessments (internal document “Kontextanalyse”)
- b) Paying strict attention to legal compliance (controlled by yearly legal compliance audits)
- c) Certification as per ISO14001:2015 (of which compliance/rights adherence is a central pillar)

A certification as per ISO 45001 is currently not planned.

Risk assessment

Barta routinely controls its procedures for **ESG** risks (**E**nvironmental, **s**ocial & **g**overnance risks). This analysis is done during our context analysis (which covers all risks and opportunities of Barta). In case such a risk is identified appropriate measures are implemented and are periodically controlled for effectiveness.