

Framework agreement between Faber-Castell and IFBWW

Faber-Castell based in Stein/Nuremberg in Germany, one of the world's leading manufacturers of writing, drawing and painting products as well as cosmetics pencils and applicators, signed on 3 March 2000 with the German Metal Workers' union IG Metall and the IFBWW a framework agreement regarding the rights of workers. The agreement was initially negotiated by the German Wood Workers Union GHK which merged with IG Metall beginning 2000 and was already signed on 23 November 1999.

With this agreement Faber-Castell is committing itself to achieve in its production and sales companies employment and working conditions which respect those Conventions and Recommendations of the International Labour Organisation (ILO) which apply to their business. It means, for example, the prohibition of child labour and observance of the rights of workers to join trade unions and to take part in free collective bargaining.

Faber-Castell employs world-wide 5500 employees in 14 production and 18 sales companies in such countries as Australia, Austria, Brazil (including 759 co-workers in a re-forestation project), Colombia, Costa-Rica, India, Indonesia, Malaysia, Peru, and the USA.

AGREEMENT

between

A.W. Faber-Castell Unternehmensverwaltung GmbH & Co, 90546 Stein and

IG Metall (GHK) / International Federation of Building and Wood Workers, IFBWW

Faber-Castell based in Stein/Nuremberg in Germany is one of the world's leading manufacturers of writing, drawing and painting products as well as cosmetics pencils and applicators. Faber-Castell is present in more than 100 countries in all continents. There are world-wide 11 production and 19 sales companies.

Faber-Castell's development from a medium sized enterprise to a world wide company reflects the growing globalisation and trade in manufactured goods. This company has a rich historical tradition and is characterised by competence and tradition, high quality, innovation, environmental sound practices, social and ethical engagement.

Faber-Castell has taken on the social and ethical responsibilities, which result from the globalisation of the company and its markets. For this reason Faber-Castell is committing itself to achieve in its production and sales companies employment and working conditions which at least fulfil the requirements of collective agreements and/or national legislation. The production and sales companies controlled by Faber-Castell must respect those Conventions and Recommendations of the International Labour Organisation (ILO) which apply to their business. It means for example the prohibition of child labour and the rights of workers to join trade unions and to take part in free collective bargaining.

Related Articles:

[IFBWW Model Framework Agreement](#)

[Framework agreement between IKEA and the IFBWW](#)

[Framework agreement between Faber-Castell and IFBWW](#)

[Framework agreement between Hochtief and IFBWW](#)

[Framework agreement between Skanska and IFBWW](#)

[Framework agreement between Ballast Nedam and IFBWW](#)

[Framework Agreement between IMPREGILO S.p.A. and IFBWW](#)

[Framework agreement between Veidekke and IFBWW](#)

Faber-Castell commits itself to respect the standards and recommendations as laid down in Appendix 1. The Code of Practice will be available at all work-places in appropriate languages.

A committee will monitor the implementation of the agreement in each of the three regions. The Monitoring Committee will be equally composed of representatives from Faber-Castell and IG Metall/IFBWW. It will meet at least every two years and will aim to hold its meetings at production and sales companies premises. The members of the committee shall receive all relevant information in order to carry out their mandate.

If production and sales companies do not observe the Code of Conduct as per Appendix 1, the Monitoring Committee will review the matter and propose appropriate measures.

Stein, 23 November 1999 / 3 March 2000

**A.W. Faber-Castell Unternehmensverwaltung
GmbH & Co**

IG Metall (GHK)

**International Federation of Building and Wood
Workers, IFBWW**

Appendix 1

to the Agreement between A.W. Faber-Castell
Unternehmensverwaltung GmbH & Co and

IG Metall (GHK) / International Federation of Building
and Wood Workers, IFBWW

CODE OF CONDUCT REGARDING THE RIGHTS OF WORKERS

1. Employment is freely chosen

Forced labour must not be used. (ILO Conventions nos. 29 and 105). Workers will not be required to lodge "deposits" or their identity papers with their employers.

2. No discrimination in employment

Equal opportunities and equal treatment regardless of race, colour, gender, creed, political views, nationality, social background or any other special characteristics shall be provided. (ILO Conventions nos. 100 and 111).

3. Child labour is not used

Child labour must not be used. Only workers aged 15 and over, or over the age of compulsory education if higher, may be employed (ILO Convention no. 138).

4. Respect for the right to freedom of association and free collective bargaining

The right of all workers to form and join trade unions shall be recognised (ILO Conventions nos. 87 and 98). Workers' representatives must not be discriminated against and must have access to all the work-places necessary to exercise their duties as trade unions representatives (ILO Convention no. 135 and Recommendation no. 143). Employers shall adopt positive views of the activities of trade unions and an open attitude to their organising activities.

5. Decent wages are paid

Wages and benefits for a standard working week shall meet at least legal and industry minimum standards.

Unless wage deductions are permitted by national legislation they may not be made without expressed permission of the workers concerned. All workers must be given written, understandable information in their own language about wages before taking up their work, and the details of their wages in writing on each occasion that wages are paid.

6. Hours of work are not excessive

Working time should follow the appropriate legislation or national agreements for each trade.

7. Occupational safety and decent working conditions

A safe and hygienic working environment shall be provided and best occupational health and safety work practices shall be promoted, bearing in mind the prevailing knowledge of the trade and of any specific hazards.

Physical abuse, the threat of physical abuse, unusual penalties or punishments, sexual or other forms of harassment and threats by the employer shall be strictly forbidden.

8. Conditions of employment must be established

Employers' obligations to workers according to national labour legislation and regulations on social protection based on permanent employment must be respected.