

ANNEX 3

Code of Conduct

1. The contractual partner acts impartially at all times and in accordance with the code of conduct of his profession and with appropriate discretion. He must refrain from making public statements about the project or the services without the prior consent of the client.
2. The contractual partner assures that he is not being prosecuted for embezzlement of funds, fraud or other misconduct in his company.
3. Physical abuse or punishment or the threat of physical abuse, sexual abuse or sexual exploitation, harassment and verbal abuse, and other forms of intimidation in the workplace are prohibited. The contractual partner also ensures that the CIR is informed of any violation of ethical standards or the code of conduct within the meaning of this article. If the contractual partner is aware of violations of the above-mentioned standards, he or she must inform the client of this in writing within 30 days.
4. The contractual partner and his or her employees must observe human rights, the applicable data protection regulations of the EU and Germany, applicable environmental laws, labour laws and the minimum wage law.
5. The contractual partner undertakes to integrate and implement the CIR's demands regarding public relations critical of racism and sexism into his creative work. The contractor avoids stereotypical portrayals of victims of people from the so-called global south and/or migrants and instead develops creative solutions that counteract these stereotypes.
6. Compliance with the Code of Conduct set out in this article constitutes a contractual obligation.
7. Failure to comply with the Code of Conduct will always be considered a breach of contract. If failure to comply with the provisions set out in this article can be classified as serious professional misconduct, this will result in either suspension or termination of the contract.

Date, signature