

Schoeller Electronics Systems GmbH

Code of Conduct

Schoeller Electronics Systems GmbH is aware of its social responsibility. All those involved in the procurement process as intermediaries between their own company and suppliers in each of the supply markets bear a particular responsibility towards their own company, towards customers and suppliers, towards the environment and towards society.

This code of conduct is based on the principles of the UN Global Compact and defines our requirements equally for us as company and for our partners concerning their responsibility towards humans and the environment. Therefore, we expect our partners to likewise fulfil these requirements. Furthermore, we expect them to promote and impose compliance with this code of conduct on their suppliers.

The conduct of the company and its employees is guided in particular by the values of integrity and fairness.

Schoeller Electronics Systems GmbH declares herewith:

1) **Legal compliance**

- To respect the laws in effect and any other applicable provisions in all its business activities and decisions

2) **Prohibition of corruption and bribery**

- To tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law

3) **Respect for the basic human rights of employees**

- To promote equal opportunities for and treatment of its employees irrespective of skin colour, race nationality, social background, disabilities, sex or age
- To respect the personal dignity, privacy and rights of each individual
- To refuse all forms of forced labour
- To provide fair remuneration
- To comply with the maximum number of working hours laid down in the applicable laws

4) Prohibition of child labour

- To recognize and respect the rights of children
- To comply with the Conventions 138 and 182 of the International Labour Organization (ILO) on the restriction of child labour

5) Health and safety of employees

- To take responsibility for the health and safety of its employees
- To control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases
- To provide training for the education in health and safety issues
- To set up or use a reasonable occupational health and safety management system

6) Environmental protection

- To act in accordance with the applicable statutory and international standards regarding environmental protection
- To minimize environmental pollution and make continuous improvements in environmental protection
- To set up or use a reasonable environmental management system

7) Supply chain

- To use reasonable efforts to promote among its suppliers compliance with this code of conduct
- To comply with the principles of non discrimination with regard to supplier selection and treatment