

## Power .....



## Introduction

All employees and business partners of Deutronic Elektronik GmbH (hereinafter: Deutronic) are bound by the Code of Conduct, which represents the minimum expectations regarding Deutronic's principles and values. This also applies to employees who are employed through agencies or other intermediaries.

These specifications are in accordance with existing local laws, international norms and international standards, guidelines and conventions such as:

- Universal Declaration of Human Rights
- Organization for Economic Cooperation and Development (OECD)
- Core Labor Standard and Conventions of the International Labor Organization (ILO)
- UN-Convention on the Rights of the child
- UN-Convention on the Elimination of All Forms of Discrimination against Women and other applicable conventions
- Dodd-Frank Act
- UN Global Compact

Compliance with all applicable legal requirements is a prerequisite of being a Deutronic business partner. This includes UN embargo measures and restrictions to combat terrorism.

Business partners are expected to refrain from actions that lead to conflicts of interest.

## Our values

### Continuous improvement

Deutronic business partner are committed to the continuous improvement of working conditions within their companies based on corporate, economic, ecological and social aspects.

### Fair working conditions

The same right of fairness and equal opportunity applies to all personnel decisions. There shall be no discrimination against or favoritism toward any employee, person or group of persons based on age, color, sex, sexual orientation, caste, identity, religion, political opinion, origin, disability or membership in any organization of any kind. No employee shall be subjected to verbal, psychological, physical, sexual or physical violence, coercion or harassment.

Every employee is to be treated with respect and dignity.

### No child labor and youth work

No children under the legal minimum age may be used for work, either directly or indirectly. The exceptions recognized by the ILO apply. Children must be protected from any form of exploitation.

It must be ensured that juvenile workers do not perform night work and are protected against working conditions that jeopardize their health, development, safety and morals. Particular attention must be paid to restrictions on working hours and to the encouragement of any school or educational programs.

## No forced or obligatory labor and no human trafficking

Encouraging any form of slavery, forced labor or obligatory work, servitude, human trafficking or involuntary labor is prohibited.

Employees shall be granted the right to leave their workplace and terminate their employment relationship with the employer, subject to statutory or agreed notice periods.

## Reasonable compensation

Compensation is sufficient if it enables workers and their families to live in dignity.

The company, as well as the business partners, are obliged to respect social benefits granted by law and pay according to the legal minimum wage or the negotiated collective wage.

Wages shall be paid on time, regularly and in full in a legal tender. Deductions are permitted only under the conditions prescribed by law or established by contract.

The ILO requirements permit partial payment in the form of non-cash benefits.

## Working hours

The specifications of the respective country for the maximum number of working hours per week must be observed. Exceptions are possible according to the ILO specifications. Overtime should take place voluntarily and remain an exception; it must not lead to increased occupational risks. Furthermore, the statutory break periods per working day must be granted. The employee is entitled to at least one day off after six consecutive working days.

## Occupational health and safety

Deutronic and its business partner comply with the respective valid occupational safety regulations and ensure healthy working conditions, paying particular attention to young employees, young mothers and pregnant women as well as people with disabilities.

## Employee rights

Deutronic and its business partners respect the rights of employees to freedom of association, freedom of assembly, and collective bargaining to the extent permitted and possible by law in the respective country.

## Data protection

Personal data must always be processed in accordance with the General Data Protection Regulation, the applicable country-specific data privacy regulations and information security law. If processing of personal data is necessary, and there is not already a legal basis for such processing, consent must generally be obtained from the data subject. Technical and organizational measures are to be implemented to promote compliance.

## Property

Property (both material and intellectual) must be protected from damage and loss. No business partner may disclose information to unauthorized persons, either within or outside their own organization.

## Environmental protection and sustainability

Deutronic and its business partner declare their willingness to take measures to prevent environmental damage and, to keep the environmental impact as low as possible and energy efficiency and sustainability as high as possible, within their capabilities.

Company procedures shall be reviewed for significant environmental impact/energy consumption and processes reflecting their environmental and sustainability responsibilities shall be established. Particular attention shall be paid to wastewater, air emissions and waste disposal in compliance with all applicable national laws.

## Corruption and bribery

Deutronic does not tolerate any form of corruption and/or bribery.

All business partners are expected to comply with anti- bribery and anti- corruption requirements. If gifts are considered to be customary and courteous in the respective country, it must be ensured that no benefits of any kind are offered or accepted that could lead to an impairment of an objective and fair business decision.

## Monitoring and Code of Conduct

At Deutronic's request, the business partners are obliged to have an audit carried out by Deutronic at the work and production sites with regard to compliance with this Code of Conduct or, alternatively to commission a third party to carry out the audit.

If non-compliance is detected, the business partner is obliged to initiate appropriate remedial measures immediately. Regardless of whether the Code of Conduct's fundamental values are violated by the direct business partner itself or by use of third parties, Deutronic reserves the right to terminate the business relationship with the business partner.

## Complaint procedure

Complaints or indications of violations of this Code of Conduct can be reported to Deutronic Elektronik GmbH at any time – also in an anonymous form – to the contact person named below.

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