

Code of conduct for contractual partners

Preface

EFEN is committed to its social and ecological responsibility in the context of its business activities by involving all contractual partners in the implementation of its sustainable strategy.

The following guidelines are based on the ZVEI Code of Conduct and state what (socially) responsible action means, particularly about working conditions and safety, environmental protection, and trusting cooperation, and thus serve as an ethical compass. They are based on the principles of the Central Association of the Electrical and Electronics Industry (ZVEI) as well as on national laws, collective agreements, and international agreements, including the Human Rights Charter.

If these principles are not currently being adhered to by contractual partners, they undertake to remedy these deficiencies within a reasonable period through an action plan. Of course, we see this code of conduct as a voluntary commitment for our own actions.

When selecting our suppliers, it is particularly important to consider human rights-related and environmental-related expectations (Section 6 Para. 4 No. 1 SCDDA) as well as the contractual assurance of a direct supplier that they comply with the human rights-related and environmental-related expectations required by EFEN and appropriately address them along the supply chain (Section 6 Paragraph 4 No. 2 SCDDA).

Policy guidelines

1. Reducing the global footprint is important to us to protect the environment. We therefore expect from our contractual partners:

- a. Compliance with all applicable environmental regulations and the development of measures to minimize emissions to air, soil and water and environmental pollution and risks.
- b. The development and use of energy-efficient and environmentally friendly solutions
- c. Respecting the Minamata Agreement: Handling and disposal of mercury

d. Respecting the Basel Convention: Control of the transboundary movement of hazardous waste and its disposal

e. Compliance with the Stockholm Convention: Protecting human health and the environment from persistent organic chemicals

f. Respect for building law and fire protection regulations

g. Compliance with the prohibition of unlawful eviction and the prohibition of unlawful deprivation of land, forests, and waters

2. Human rights and working conditions

a. Discrimination

There must be no discrimination in hiring, remuneration, access to further training, promotion, and termination based on race, culture, external appearance, origin, religion, age, state of health, physical ability, gender, marital status, sexual orientation, trade union membership or political group give. All laws to prevent discrimination in the workplace must be observed.

Employment relationships may only be entered into after the respective state minimum age or age limit has been reached. The contractual partners undertake not to resort to forced and child labor, serfdom, and slavery under any circumstances. The right to freely choose employment is recognized and employees are granted the freedom to terminate their employment themselves, subject to a reasonable period of notice.

b. Occupational safety

A safe and hygienic workplace considering the Industry-specific risks are guaranteed by the contractual partner.

c. working hours

The contractual partner complies with the standard regarding the maximum working hours permitted by state law and meets the minimum conditions for break times regulated by law or collective agreements and respects occupational health and safety.

d. Wages and compensation

All employees receive a fair wage that at least corresponds to the collective or statutory minimum wage and ensures the minimum subsistence level. A fair wage includes equal pay for work of equal value, regardless of gender.

All other terms and conditions of employment, including vacation days, time off work and public holidays, are also subject to state and collective bargaining laws and industry-specific standards.

e. Freedom of assembly and collective bargaining autonomy

The contractual partners undertake to respect the employees' right to freedom of association, assembly, and organization as well as collective bargaining. It is important to promote collective bargaining autonomy in the relationship between employees and employers.

f. Respect anti-corruption and anti-bribery laws.

3. Violations

If we become aware of any violation of these (or equivalent) principles, appropriate action will be taken. Depending on the severity of the violation, this may, among other things, result in the business relationship being re-examined.



Thomas Münch
CEO



Ekkehard Kohl
CEO

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The contractual partner hereby confirms that he has read the above basic guidelines, is familiar with all relevant laws and regulations of the countries in which the company operates and undertakes to implement them throughout the company as well as with its suppliers and, if applicable, with other subsidiaries worldwide to comply.

company name	_____
last name, first name	_____
position	_____
e-mail address	_____
I undertake to comply with the principles of EFEN GmbH listed above.	
place, date	signature