

Seifert electronics has laid down principles and requirements in a Code of Conduct for their suppliers of goods and services in respect of their responsibility for people and the environment. Seifert electronic reserves the right to amend the requirements of this Code of Conduct should this become necessary and Seifert electronic expects their suppliers to accept such amendments.

- Observing the Law
  - to observe the regulations of the relevant applicable legal system(s).
- Corruption and Bribery are prohibited
  - not to tolerate any form of corruption or bribery or to submit to any of them in any shape or form, including any illegal offers of payments or similar gifts to government officials in order to influence their decision-making.
- Respecting the employees' fundamental rights
  - to promote equal opportunities and treating employees equal irrespective of their colour, race, nationality, social background, possible disabilities, sexual orientation, political or religious denomination or their gender or age;
  - to respect the personal dignity, privacy and personal rights of each individual;
  - not to employ or force anybody to work against his explicit wish;
  - not to stand employees being treated unacceptably, such as psychological pressure, sexual and personal harassment or discrimination;
  - not to tolerate any behaviour (including gestures, language, and physical contact) that is considered to be sexual, threatening, abusive or exploitive;
  - to ensure that wages are appropriate and to guarantee the legally fixed national minimum wages;
  - to keep to the maximum working hours as laid down by law in the relevant state;
  - to acknowledge and grant the employees - as far as possible - the legally permitted freedom of association and not to favour or discriminate members of employees' organisations or trade unions.
- Child Labour is prohibited
  - not to employ a worker who has not reached the minimum age of 15. The minimum age may be reduced to 14 in those countries that fall under the exception for development countries according to the ILO Convention 138.
- Health and Safety of employees
  - to accept responsibility for the employees' health and safety;
  - to reduce any risk and to care for the best possible measures of preventing accidents and job-related illnesses;
  - to offer training and to make sure that all employees understand the subject of safety at work perfectly;
  - to set up or apply a management system for safety at work according to OHSAS 18001 or a similar system.
- Environmental Protection
  - to observe the environmental protection in respect of legal as well as international standards;
  - to minimise environmental pollution and to continuously improve the environmental protection;
  - to set up or apply a management system for the environmental protection according to ISO 14001 or a similar system.
- Supply Chain
  - to promote the contents of the Code of Conduct with the suppliers as best as possible;
  - to observe the principles of non-discrimination when selecting and dealing with suppliers.