

## Code of Conduct

These rules of conduct define the principles and claims of IBH Elektrotechnik GmbH to ourselves and to our suppliers regarding their responsibilities regarding human rights, labor standards, employees, environment and correct business practices.

In accordance with national and international guidelines we demand and promote:

### 1. Recognition of human rights

We expect our suppliers to recognize human rights and ensure that they are not in Human rights violations are involved.

- **Prohibition of forced labor**

All employment must be voluntary and based on forms of employment that comply with national laws and procedures.

- **Prohibition of child labor**

The minimum age of employment may not be below the age of completion of the general compulsory education and not under the age of 15 years. As an exception, school interns. Any form of Exploitation and employment under harmful working conditions for juveniles Worker is prohibited.

- **No discrimination**

Our suppliers have to ensure that no one is hired for employment, employment or compensation discriminated on the basis of sex, age, skin color, religion, social background or other criteria becomes.

- **No annoyance**

All employees should be treated with dignity and respect. Privacy and Personality Each Individuals are to be respected. No employee may corporal punishment, threat of violence or other forms of physical, sexual, psychological or verbal violence.

### 2. Working conditions

We also expect our suppliers to adopt a responsible labor policy and take active safety precautions.

- **Safe and healthy jobs**

Our suppliers have a safe, hygienic and harmless to their employees To provide jobs. The risk of accidents in the workplace must be prevented.

- **Reasonable remuneration / minimum wage law**

It is to provide for a reasonable remuneration while doing the national, legally stipulated To guarantee minimum wage. Wages and salaries must be at least equal to the local wage level. The maximum working hours stipulated by law in each country must be observed.

- **Freedom of association**

To the extent legally permissible, the freedom of association of the employees shall be recognized and members of neither to favor nor discriminate against workers' organizations or trade unions.

### 3. Environmental protection

We expect our suppliers to strive for the adverse environmental impact of their activities and to keep products to a minimum and to continually improve environmental protection.

- **Dealing with hazardous substances**

Dealing with hazardous substances requires their safe handling, storage and disposal sure.

- **Reduction of environmental pollution**

Environmental protection is at least as far as statutory standards and international standards are concerned note.

### 4. Correct business practices

Our suppliers are required to comply with national laws, standards and regulations.

- **Ban on corruption and bribery**

Our suppliers and employees are committed to tolerating no form of corruption and bribery or get involved in any way.

### 5. Compliance with these principles

We expect our policies to be adhered to by our employees, suppliers and subcontractors. at We reserve the right to demand remedial action and, if necessary, terminate the cooperation.