



Supplier Code of Conduct of EbV Elektronikbau- und Vertriebs-GmbH

Code of Conduct

1 Purpose and scope of application

With this Code of Conduct for Suppliers, we describe the core values and responsibilities that we expect from our suppliers.

The purpose of the Supplier Code of Conduct is to make the basic legal and ethical requirements for their cooperation with EbV Elektronikbau- und Vertriebs-GmbH clear and comprehensible to all suppliers. The supplier must be familiar with it and base his behavior and decisions on it.

2 General principles

2.1 Law and justice

A fundamental rule of our actions is compliance with the applicable laws and regulations. All suppliers are obliged to comply with national and international legal regulations. It is one of our principles to avoid involvement in transactions aimed at circumventing legal provisions.

2.2 Export control and sanctions law

Suppliers undertake to strictly comply with national and international laws and regulations governing the import and export of goods, software and services. EbV expects suppliers to implement processes and procedures to prevent violations and to provide the necessary information and evidence for import or export.

2.3 Dealing with business partners

Suppliers undertake to strictly comply with national and international laws and regulations governing the import and export of goods, software and services. EbV expects suppliers to implement processes and procedures to prevent violations and to provide the necessary information and evidence for import or export.

3 Human rights

Respecting human rights is an essential part of our social responsibility. As a family business, we know how important it is to take responsibility today and for the future. We treat each other fairly and are committed to upholding human rights right through the supply chain. We make sure that our actions do not unlawfully deprive people or communities of their livelihoods in the form of land, forests or water. This applies to our own companies and we expect the same behavior from our suppliers.

4 Compliance and integrity

4.1 Integrity

EbV strictly adheres to its values and convictions in its day-to-day business and requires its suppliers to share them.

4.2 Fair competition

EbV is committed to fair competition and expects its suppliers to act fairly and decently.

4.3 Conflicts of interest

Suppliers should avoid situations that could lead to conflicts of interest. Business decisions must be made objectively and without personal gain.

4.4 Combating corruption

EbV prohibits its suppliers from accepting bribes and benefits and expects fair competition. Private benefits for EbV employees are prohibited. Inappropriate behavior by EbV employees must be reported to the management immediately.

4.5 Money laundering and terrorist financing

Suppliers must comply with the legal obligations to combat money laundering and terrorist financing and may not participate in such activities.

4.6 Intellectual property

EbV respects intellectual property and only uses it with the consent of the rights holder. Suppliers must also ensure that they only use products and processes that they have developed themselves or for which they have the corresponding rights of use.

5 Working conditions and occupational health and safety

5.1 Anti-slavery, forced and child labor

EbV attaches great importance to the prevention of human trafficking, forced and child labor and expects the same commitment from its suppliers.

5.2 Prohibition of discrimination

EbV demands a non-discriminatory working environment and expects suppliers to respect the personal dignity and rights of all and to promote respectful cooperation.

5.3 Freedom of association

Suppliers must accept the right of any employee to join or form a labor organization or union of his or her choice.

5.4 Family friendliness

EbV expects its suppliers to be committed to family friendliness and to maintain a sustainable partnership.

5.5 Working hours, wages and social benefits

Suppliers must comply with the statutory working time requirements, pay appropriate wages and comply with the statutory provisions on social benefits.

6 Conflict minerals

EbV supports efforts to prevent trade in conflict minerals and ensures that such materials are not used in its own production. Suppliers must exercise the same care and provide regular information about their measures.

Suppliers of EbV undertake to actively support the associated data collection, e.g. in accordance with the Dodd-Frank Wall Street Reform and Consumer Protection Act, Conflict Minerals Reporting Template (CMRT), Extended Mineral Report Template (EMRT), etc.

7 Data protection

EbV attaches great importance to data protection and requires its suppliers to maintain a high level of protection for personal data and to provide insight into their data protection measures.

EbV treats the information provided confidentially and expects the same behavior from its suppliers. False information will be prosecuted under civil law.

Suppliers must ensure maximum protection against unauthorized access to operational and personal data and design and maintain their IT systems securely.

8 Environment

EbV is committed to environmental protection and expects its suppliers to also actively assume responsibility, particularly with regard to reducing air pollution, energy and water consumption and CO2 emissions.

EbV promotes compliance with the legal provisions regarding prohibited substances in products. EbV suppliers undertake to actively support the associated data collection, e.g. within the framework of REACH, RoHS, CRMA, POP, etc.

9 Protection of corporate values

EbV attaches great importance to protecting its corporate values and requires its suppliers to uphold these values throughout the entire supply chain. In the event of significant violations, EbV reserves the right to terminate the business relationship without notice.

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