

# Code of Conduct for Suppliers

## 1 Introduction

Pimatic is committed to conducting its business ethically, legally and in a socially responsible manner. We expect our suppliers to share this commitment. The Code of Conduct applies to all activities a supplier takes in relation to Pimatic and is therefore defined as a minimum standard of business conduct and business practice which the Supplier undertakes to comply with. The Supplier must comply with all applicable laws, regulations and codes of the countries where they operate.

This Code of Conduct applies to the total supply chain and the Supplier undertakes to ensure that each of the Supplier's supply base and sub-suppliers adhere to these principles. Hence, it is the responsibility of the Supplier to meet the requirements in their own organization and in their supply chain.

## 2 Labour Standards and Human Rights

The Supplier shall respect human and labour rights. All employees must be treated fairly and with dignity and respect. Child labour, forced labour and involuntary labour are strictly prohibited. Young workers below the age of 18 are not allowed to perform work that is mentally, socially, physically or morally hazardous. Any local labour laws or regulations must also be upheld. The Supplier shall be committed to a workforce free of discrimination in hiring and employment practices.

Working hours, overtime, breaks and leaves must comply with relevant legal requirements. The Supplier must respect the right of employees to associate freely with, form and join employees' organizations of their own choosing and bargain collectively.

## 3 Environment

All business is to be conducted in an environmentally responsible manner that minimizes adverse impact on the environment. This includes the protection of biodiversity and ecosystems and the sustainable use of resources. The Supplier must work proactively and systematically to minimize any negative impact on the environment. All required environmental permits, licenses, registrations and restrictions must be obtained and adhered to. Moreover, the Supplier must measure greenhouse gas emissions and have targets and plans to actively reduce the emission. The Supplier shall strive to minimize waste of all types and undertakes to manage and dispose any hazardous and non-hazardous waste as required by applicable laws and regulations.

## 4 Health and Safety

The Supplier is committed to create safe working conditions and a healthy work environment for all its employees. The Supplier shall protect the employees from over- exposure to chemicals, biological and physical hazards and shall have an adequate risk-based health and safety approach. The Supplier must provide appropriate controls, safe work procedures, preventive maintenance and protective measures to mitigate health and safety risks in the workplace.

## **5 REACH and RoHS**

The Supplier shall ensure that all chemical substances contained in products and/or materials supplied under an agreement with Pimatic comply with applicable legislation. To improve the protection of the environment and the human health as well as to limit the risks that results from the use of chemicals and hazardous substances in electrical and electronic equipment the Supplier must comply with the applicable REACH Regulation 1907/2006/CE and the RoHS Directives 2011/65/EU and 2015/863/EU as well as related subsequent rules.

## **6 Conflict Minerals**

The Supplier shall ensure that all sourcing of conflict minerals shall be conducted in a responsible manner and with respect for human rights. Such minerals originating from conflict areas may be sourced only in accordance with existing international standards, applicable laws and regulations, such as the EU Conflict Minerals Regulation.

## **7 Business Ethics**

The Supplier must refrain from all forms of corruption, extortion and bribery and comply with applicable local laws and anti-corruption conventions. The Supplier must compete fairly and ethically for all business opportunities and uphold all standards for fair business and competition. All forms of paying or accepting bribery are prohibited. The Supplier must exercise due diligence to ensure that its undertakings are fulfilled.

The Supplier must maintain accurate and reliable financial and business records as well as accurate trade data and documents related to the products. The Supplier must respect third party intellectual property rights. Transfer of technology and know-how must be conducted in a manner that protects intellectual property rights. Moreover, the Supplier undertakes to maintain the confidentiality of Pimatic as well as any third party.

## **8 General Data Protection Regulation**

The Supplier must follow all applicable principles for personal data protection and use personal data only when legally permissible and necessary to fulfil legitimate business purposes.