

## Code of Conduct

The supplier obliged to comply with the following standards of the Hebmüller SRS Technik GmbH:

### **1. WAGES AND EMPLOYEE BENEFITS, WORKING TIMES**

Remuneration and benefits must be guaranteed in accordance with the basic principles of minimum wages, overtime hours and employee benefits. Working hours must comply with applicable laws, industry standards or relevant ILO-conventions. Overtime hours should only be provided on a voluntary basis and employees should be granted at least one day off after 6 consecutive working days.

### **2. PREVENTION OF CHILD LABOR**

The supplier warrants that the manufacture or processing of his products has been carried out without exploitative child labor. The supplier guarantees compliance with obligations under applicable national and international regulations to combat exploitative child labor. Furthermore, the supplier assures that his company, its suppliers and their subcontractors have taken active and targeted measures to prevent exploitative child labor.

The Supplier shall oblige his sub-supplier and their subcontractors accordingly and in this regard conduct control measures. The contents of this agreements will be checked by the Hebmüller SRS Technik GmbH. The supplier will prove his actions on request of the Hebmüller SRS Technik GmbH.

### **3. FREE CHOICE OF EMPLOYMENT**

The supplier will not hire anyone against his will or force them to work.

Employees must be free to terminate the employment relationship within a reasonable time. Employees may not be required to hand over their ID card, passport or work permit as a condition of employment.

### **4. FREEDOM OF ASSOCIATION, RIGHT OF COLLECTIVE NEGOTIATION**

Workers must be able to communicate with the management straightforwardly about working conditions without fear of reprisals whatsoever. They must have the right to join forces, join a union, appoint a representative and be elected to one.

### **5. HEALTH AND SAFETY**

The supplier guarantees as an employer occupational safety and health in the workplace in national legislation and supports the continuous development in order to improve the working environment.

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### **6. FIGHT AGAINST CORRUPTION AND COMPLIANCE**

Within the scope of its business activities with the Hebmüller SRS Technik GmbH, the supplier is obliged to refrain from anything that could lead to criminal liability for fraud or breach of trust, insolvency offenses, crimes against competition, granting of advantages, bribery, bribery or other corruption offenses of persons employed by the supplier or otherwise third parties. In the event of a breach of this, the Hebmüller SRS Technik GmbH is entitled to a right of withdrawal or termination without notice of all legal transactions existing with the supplier and the right to terminate all negotiations. Without prejudice to the above, the supplier is obliged to comply with all applicable laws and regulations on him and the business relationship with the Hebmüller SRS Technik GmbH.

### **7. BAN OF DISCRIMINATION**

Discrimination against employees in any form is prohibited. This applies to discrimination based, for example, on gender, race, skin color, disability, trade union membership, political beliefs, origin, religion, age, pregnancy or sexual orientation.

### **8. SAFETY AND QUALITY**

All products and services must meet the contractually agreed quality and safety criteria upon delivery and can be safely used for their intended purpose.