

Telemetrie Elektronik GmbH and Telemetry Services GmbH /Code of Conduct

Introduction

As globally active companies with far-reaching international interdependencies, Telemetrie Elektronik GmbH and Telemetry Services GmbH see themselves as having a special responsibility to work towards improving the global human rights situation and environmental protection and are therefore committed to ecologically and socially responsible corporate governance.

Accordingly, we also expect our suppliers and service providers to observe the principles of ecological, social and ethical behaviour.

The minimum requirements that we expect from ourselves, our suppliers and service providers and our customers with regard to compliance with nationally and internationally applicable environmental, social and ethical laws and standards are set out below.

Business ethics

We operate a zero-tolerance policy with regard to bribery and corruption.

All business activities must always be conducted honestly, fairly and in accordance with the law. Offering and accepting bribes and other illegal payments undermines competition and the moral sense of all parties involved. Such activities are neither condoned nor tolerated.

Accordingly, we, our suppliers and customers are committed to the following principles and to sanctioning employees who violate these principles:

- No form of corruption or bribery, whether directly or indirectly involved, will be tolerated.
- No benefits are offered, granted or promised to government officials or private sector counterparties in order to influence official actions or obtain an advantage irregularly.
- All business activities are carried out in accordance with international and, in particular, national competition laws. There is no participation in price fixing, market or customer allocation, market collusion or bid rigging.
- The intellectual property rights of third parties are respected.
- There is no promotion of money laundering or terrorist financing, whether directly or indirectly.
- Export control and customs regulations are complied with.
- Personal data, as required by the General Data Protection Regulation (GDPR), is processed confidentially and responsibly and effectively protected.

Social requirements and working conditions

We guarantee compliance with all internationally proclaimed human rights, such as the United Nations Universal Declaration of Human Rights and the conventions and recommendations of the International Labour Organization, as well as labour and social standards, by avoiding and preventing the causation of and participation in human rights violations. In particular, the focus should be on respecting the human rights of particularly vulnerable sections of society, such as women, children, migrant workers or (indigenous) communities. We also expect this from our suppliers and customers.

This explicitly includes:

- Not to use or contribute to forced labour, slavery, servitude or human trafficking.
- To ensure protection against child labour by employing workers with a minimum age of 15 years. In countries that fall under the exception for developing countries in ILO Convention 138, a minimum age of 14 years applies.
- Hiring employees for hazardous work who are at least 18 years of age in accordance with ILO Convention 182.
- To promote equal opportunities and equal treatment of its employees regardless of their skin colour, race, nationality, ethnicity, social background, any disability, sexual identity and orientation, religious beliefs, gender or age. Not to tolerate any inappropriate treatment of employees, such as psychological hardship, sexual harassment or discrimination, including gestures, language and physical contact that are sexual, coercive, threatening, abusive or exploitative.
- Comply with applicable working time regulations worldwide.
- Pay adequate remuneration and comply with all applicable pay- and allowance regulations worldwide.
- In the case of cross-border personnel deployment, to comply with all applicable legal provisions, in particular with regard to minimum wages.
- To provide employees with access to a protected procedure for reporting possible violations of the principles of this Code of Conduct.

Duty of care in relation to conflict minerals

We, our suppliers and customers are committed to undertake appropriate measures to avoid the use of raw materials in products that

- originate from conflict and risk areas,
- contribute to human rights violations, corruption or even the financing of armed groups or support similar negative repercussions.

Environmental protection obligations

We, our suppliers and customers, undertake to comply with the relevant environmental protection laws and regulations and observe the prohibitions from the applicable conventions with regard to mercury, persistent organic pollutants and hazardous waste.

We fulfil the requirements of waste legislation as well as immission and water protection. We comply with all regulations regarding hazardous substances, in particular the storage and handling of hazardous substances and their disposal.

We, the aforementioned parties, do not cause any harmful soil changes, water pollution, air pollution, harmful noise emissions or excessive water consumption that could significantly impair the natural basis for the preservation and production of food, deny access to clean drinking water or harm people's health.

Further environmental pollution must be avoided as far as possible by proportionate means, but at least minimised. Environmental and climate protection and the promotion of biodiversity are ongoing tasks that can only be fulfilled by permanently reducing the consumption of resources and minimising waste. All parties named here are making appropriate efforts in this regard as part of their business activities.

Protection of tangible and intangible assets

We undertake to keep business, financial and technical data of third parties and business correspondence confidential. The unauthorised use of material or intellectual property must be prevented. We also expect this from our suppliers and customers.

Trade control

We ensure that applicable export regulations are complied with and that orders not to pass on goods or third-party information that are subject to export restrictions are supported emphatically and without exception. All information on foreign trade must be provided correctly and individually by suppliers and stated in all trade documents (country of origin, customs tariff number, classifications in accordance with export regulations).

Consideration of the supply chain

Suppliers and customers undertake to apply the principles of the Code of Conduct of Telemetrie Elektronik GmbH and Telemetry Services GmbH when selecting subcontractors and to monitor this in an appropriate manner.