

Code of Conduct for EBG Supplier

EBG Elektronische Bauelemente GmbH, Kirchbach 384, A-8082 Kirchbach-Zerlach
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A Miba Group Company

This 'Code of Conduct' defines the principles and demands of EBG to their suppliers of goods and services with regard to their responsibility for person and environment. EBG reserves itself the right to change the demands of this 'Code of Conduct', if there are appropriate changes of EBGs compliance program. In this case EBG expects from her suppliers to accept such appropriate changes.

The supplier hereby declares:

Observance of the laws:

- Comply with the laws of the respective applicable legal order(s).

Ban of corruption and bribery:

- To tolerate or engage no form of corruption or bribery, including any unlawful payments or similar grants to government officials, to influence decision-making.

Esteem of the fundamental rights of employees:

- To promote the equal opportunity and equal treatment of employees in spite of skin colour, race, nationality, social origin, any impediment, sexual orientation, political or religious conviction as well as their gender or age; to respect the personal dignity, privacy and personality rights of every singles;
- Not employing or forcing anybody against his will;
- Not to tolerate an unacceptable treatment of workers, for example psychological hardness, sexual and personal harassment or discrimination;
- Not to tolerate behavior (incl. gestures, language and physical contacts) which could be seen as sexual, coercive, threatening abusive or exploitative;
- To provide for adequate remuneration and to guarantee the legally agreed national minimum wage;
- To observe the maximum working hours in the respective state; to recognise the freedom of association of the employees and do not prefer neither members in employee organizations or trade unions nor to disadvantage.

Ban of child employment

- Do not hire workers who cannot have a minimum age of 15 years. In countries covered by ILO Convention 138 under the exception for developing countries, the minimum age could be reduced to 14 years.

Health and safety of employees

- To take responsibility for health and safety towards their employees;
- To dam risks and provide the best possible preventive measures against accidents and occupational diseases;
- To offer trainings and make sure that all employees are skilled in the topic of 'work safety';
- To build up and apply an adequate working safety management system.

Environmental protection

- To follow the environment protection concerning the legal norms and international standards;
- To minimise environmental impacts and improve environmental protection on a continuous basis;
- To build up and apply an adequate environmental management system.

Supply chain

- To promote the observance of the contents of the 'Code of Conduct' with the suppliers appropriately;
- To comply with the principles of non-discrimination in the selection of suppliers and in the contact with suppliers.

Observance with the ten principles of the UN Global Compact

- <https://www.unglobalcompact.org/what-is-gc/mission/principles>