	ETIMEX Technical Components GmbH
	CODE OF CONDUCT

1.0 Code of Conduct

This Code of Conduct defines the principles of Etimex Technical Components GmbH as well as its sister companies with locations in DE 9880 - Waltershausen and Czech Etimex s.r.o in CZ 75301 Hranice (Etimex) in connection with the responsible treatment of people and the environment.

The supplier declares hereby:

Compliance with the laws

To comply with the laws of the applicable jurisdiction(s). To ensure that actions are guided by the principles of this Code of Conduct, if local laws and regulations are less restrictive.

Prohibition of corruption and bribery

Not to tolerate any form of corruption, bribery or extortion; including any benefit that may appear to influence or be intended to influence business decisions or to gain any other improper advantage. Be especially careful not to tolerate this from public officials, e.g., government officials.

Respect the fundamental rights of employees

To promote equal opportunity and equal treatment of its employees regardless of their skin color, race, national origin, social origin, any disability, sexual orientation, political or religious beliefs, gender or age.

To respect the personal dignity, privacy and personal rights of each individual.

Not to employ or force anyone to work against their will.

Not to tolerate unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment or discrimination.

Not tolerate behavior (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative.

Pay and Working Conditions

To provide adequate compensation and ensure the national minimum wage. To comply with the maximum working hours stipulated by law in the respective country, to recognize the freedom of association of employees and to neither favor nor discriminate against members in employee organizations or trade unions.

Prohibit child labor


not to employ workers who are not at least 15 years of age.
(Unless local law requires a higher age limit).

Employee health and safety

Establish a risk management system that analyzes human rights risks in all relevant internal business processes.

To take responsibility for health and safety towards its employees; to mitigate risks and provide the best possible preventive measures against accidents and occupational diseases; to provide training

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and ensure that all employees are knowledgeable about work safety; to apply an appropriate occupational safety management system.

Environmental protection

To observe environmental protection in terms of legal norms and international standards; to minimize environmental impact and continuously improve environmental protection; to prepare a policy statement on the company's sustainability strategy; and to participate in the CDP or equivalent.

Supply chain

To promote compliance and recognition of the Code of Conduct with contents among its suppliers, subcontractors and customers.

Implementation and Enforcement

To continuously implement, apply and document through reasonable efforts of these values. To train all employees on relevant topics and not to tolerate violations of the Code of Conduct and threaten them with labor law consequences.

I hereby declare compliance with the above values:

_____ *Company / Supplier*

_____ *Place, Date*

_____ *Name of the signer*

_____ *Signature*

1.0 History of change

Version	Change	Valid from
01	Recreation, R. Schulz	30.07.2019
02	revision of the content, K. Meder	13.09.2022

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