

Code of Conduct for suppliers (rev.2)

Mocotech GmbH is committed to highest standards of business ethics and good working standards. Therefore, Mocotech GmbH expects that all suppliers and sub-suppliers respect the Code of Conduct for suppliers and implement and observe processes, rules and regulations to comply with the Code of Conduct for suppliers.

Occupational safety and health

The supplier provides a safe and healthy working environment for all employees and leased labourer.

Human rights and fair labour conditions

The supplier will ensure the basic human rights and fair labour conditions according to the International Covenant on Civil and Political Rights (ICCPR), ILO Declaration on Fundamental Principles and Rights at Work and ILO MNE Declaration. In particular, it will be

- to treat employees irrespective of age, colour, disability, ethnicity, gender, nationality, political attitude, sexual orientation and religion;
- to respect the human dignity;
- to respect the privacy;
- to comply with the maximum quantity of working hours according to applicable laws and regulations;
- to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- to respect the right of free association and to bargain collectively;
- to refuse forced labour.

Child labour

The supplier will not use or tolerate any kind of child labour for its activities according to applicable national laws and regulations and guarantee to respect the ILO convention no. 138 and its recommendation no. 146.

Environmental protection

The supplier is committed to environmental protection and to implements processes to use resources and energy in an efficient way to minimize the environmental pollution.

Conflict minerals and hazardous materials

The supplier is committed to observe the origin of conflict minerals and to use conflict minerals with safe origins. Furthermore, the supplier has to inform Mocotech GmbH about any use of hazardous materials inside of the products Mocotech GmbH is purchasing or planning to purchase.

Business continuity and resiliency planning

The supplier has to implement a process to ensure the prevention and recovery of potential threats including, but not limited to earthquake, fire, flood, cyber-attack and sabotage.

Business ethics

The supplier is committed to do business in an ethical manner and in full compliance with applicable laws, rules and regulations. In particular, it will be

- to prohibit bribery and any kind of blackmailing;
- to prohibit bid-rigging and or any other kind of agreement to avoid competition;
- to respect intellectual property rights;
- to disclose to Mocotech GmbH any available information about conflicts with applicable laws, rules and regulations.