Code of Conduct

scope
all plants and suppliers

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The "Code of Conduct" provides the framework for all business processes of Innomotive Systems Hainichen GmbH, and complements all other guidelines and company policies. Observing these guidelines is the responsibility of every employee. In addition, compliance with this directive also requires our suppliers.

1. Compliance with legislation

- Comply with the laws of the legal system(s) as applicable from time to time.

2. Prohibition of corruption and bribery

- Tolerate no form of and not engage in any way in corruption or bribery, including any payment or other form of benefit offered to any government official for the purpose of influencing decision making.

3. Respect for the basic rights of employees

- Promote equal opportunities and equal treatment for our employees without regard to the colour of their skin, race, nationality, social background, any disability, sexual orientation, political or religious beliefs, sex or age;
- Respect the personal dignity, privacy and personality rights of every individual;
- Not employ anybody against his or her will or force anybody to work;
- Not tolerate any unacceptable treatment of workers including but not limited to psychic hardship, sexual and personal harassment or discrimination;
- Not tolerate any behaviour (including gestures, language and physical contact) which is sexual, coercive, threatening, abusive or exploitative;
- Ensure appropriate compensation and guarantee the statutory national minimum wage;
- Observe the maximum statutory working hours as permitted in the respective country;
- Recognise, as far as legally possible, the freedom of association of employees and neither favour nor discriminate against members of employee's organisations or trade unions.

4. Prohibition of child labour

- Employ no person that cannot prove having reached the minimum age of 15 years; in countries which fall under the developing countries exemption in ILO Convention 138, the minimum age may be lowered to 14 years.
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5. Health and safety of employees

- Assume responsibility for the health and safety of our employees;
- Minimise risks and provide the best possible precautions against accidents and occupational diseases;
- Offer training and ensure that all employees are competent in on-the-job safety;
- Build up and apply an adequate occupational health and safety management system.

6. Environmental protection

- Observe environmental protection in accordance with statutory and international standards;
- Minimise environmental impact and continuously improve environmental protection;
- Build up and apply an adequate environmental management system.

7. Supply chain

- Use reasonable efforts to promote compliance with this Code of Conduct among our suppliers;
- Comply with the principles of non-discrimination when selecting and dealing with suppliers.