

## Introduction

The present Code of Conduct (CoC) and the principles enshrined therein apply to the company as a whole. All employees have been informed of this Code. Furthermore, the company strives to communicate this code to its suppliers and encourage them to observe and comply with the rules of conduct.

It is the responsibility of each executive to communicate this Code in their respective areas of responsibility and to ensure that all concerned employees and external parties working for Bicker Elektronik, internalize the rules of Conduct and comply with them.

Failure to comply with this Code will result in disciplinary consequences, which will include standard reminders, dismissals and the abandonment of business relationships with third parties.

Responsibility for the implementation and monitoring of this program lies with the management. It is also the contact point for questions concerning the strategy and principles of this program.

## Scope of application

The Code of Conduct applies to all divisions of the company. At the same time, the company also encourages its suppliers to pay attention to the Code of Conduct.

## Law and order

The company, as well as all its employees, adheres to the respective applicable national laws. This is also called for by all suppliers.

## Communication

The company is committed to communicate this CoC to all its employees and suppliers. Particularly vulnerable groups (e.g. juveniles) will be given special attention.

## Transparency and consumer dialogue

The company recognizes the right of customers to access important product and process information needed for a qualified purchase decision. Where possible, the relevant information shall be established and made available to the customer.

## Forced labor

Any form of forced labor, including compulsory labor in prisons and debt, must not be applied.

## Integrity and anti-corruption

The company's actions are based on common ethical values and principles, in particular integrity, righteousness, respect for human dignity, openness and non-discrimination of religions, worldview, gender and ethics. Furthermore, the company rejects any form of corruption and bribery according to the meaning of the corresponding UN Convention (2005). It promotes transparency, action with highest integrity, responsible management and controlling in the company and a fair and friendly interaction between colleagues as well as against customers and suppliers.

## Child labor

Child labor is not employed. If the local law does not set any stronger age limits, no persons are employed who are still at school age or younger than 15 years (subject to the exceptions of the ILO Convention 138). Employees under the age of 18 can not be employed for hazardous activities and can be excluded from night work by taking their training requirements into account.

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## Harassment

Employees shall not be subject to any corporal punishment or other physical, sexual, mental or verbal harassment or abuse.

## Payment

The remuneration, including wages, overtime and ancillary payments, is at least as high as or in excess of the amount stipulated in the applicable law. The remuneration granted for full employment must be sufficient to meet the basic needs of the employee.

## Working hours

Insofar the national regulations do not stipulate a lower maximum working time and exceptions of outstanding circumstances make it necessary, employees are not required to perform a standard working week of more than 48 hours per week or a total working time of more than 60 hours (including overtime) on a regular basis. Employees are granted the equivalent of at least one day off each 7-day period.

## Non-Discrimination

All employees shall be treated strictly according to their abilities and qualifications, including all - without being limited to - employment decisions, recruitment and promotion, remuneration, ancillary payments, training, dismissal and termination.

## Health and safety at work

In order to avoid accidents and personal injury, employers have to provide safe and healthy working conditions and, where appropriate, proper accommodations which meet the applicable legal requirements as a minimum criterion.

## Freedom of assembly

The employers recognize and respect the employees' legal right to freedom of assembly and their tariff autonomy.

## Environment

The company uses environmentally friendly practices and continually improves them. It complies with the regulations and standards on environmental protection that affect its respective operations and is responsibly handling natural resources.

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Place, Date



Markus Bicker, CEO