

Code of Conduct / Compliance Code

for suppliers / business partners



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1 Preface

Dear employees,
dear business partners

Our business success is essentially based on the partnership between Sitron, its customers and business partners as well as the personal commitment of all employees.

Sustainable business management, a commitment to fair and transparent conduct, the assumption of social responsibility as well as compliance with the law and regulations are the basis of our business policy.

We value team orientation, respect and openness, responsibility and modesty.

Our daily conduct is characterized by reliability, professionalism, a trusting and close cooperation with our business partners and closeness to our customers.

Management expects the business partners and employees of Sitron Sensor GmbH to read this code of conduct (compliance code) carefully as it is binding for all employees and business partners of Sitron Sensor GmbH and must be applied in their daily work.

A handwritten signature in blue ink, appearing to read "T. Sparkuhle".

Thomas Sparkuhle
Management

2 Sitron Sensor expects its business partners

- to conduct their business properly, trustingly and fairly on the basis of the applicable law and accept and implement the principles laid down in the code of conduct / business partner code.
- to work towards ensuring that the principles of the code of conduct / business partner code are also observed by their own business partners and promote this accordingly.
- to contribute to providing Sitron Sensor with the information necessary to establish and carry out a business relationship based on partnership.

Sitron Sensor reserves the right to change this code of conduct / business partner code and its requirements if necessary and expects its business partners to accept and implement such changes.

3 Acting legally and assuming responsibility

We bear responsibility for our work, our products, our employees, society and the environment.

All employees are personally responsible for compliance with internal guidelines and applicable legal requirements in their working environment. Compliance with laws and guidelines takes top priority at Sitron Sensor.

We expect our business partners to observe and comply with applicable laws, the generally recognized standard of social responsibility and guidelines.

4 Fair competition

Sitron Sensor fully complies with the principles of the market economy and the applicable legal provisions of antitrust and competition law.

We expect the same from our competitors and business partners.

5 Prevention of corruption

Corruption is prohibited by international conventions and national laws.

Sitron Sensor expects all employees and business partners to act in accordance with their duties and to carefully separate private from company interests.

Business relations are formed based exclusively on factual criteria and no personal advantages may arise for either party.

6 Money laundering

Sitron is obligated to participate in the international fight against money laundering and takes appropriate measures to comply with relevant regulations. We expect the same from our business partners.

7 Donations

Sitron Sensor is committed to society with donations to support social and humanitarian issues and promotes sports and culture.

8 Transparency in the company

There is absolute transparency within the company in all business processes, actions and decisions. This is ensured with written documentation.

Internal and external reports, records and data collection must be true, complete and correct.

Sitron Sensor expects its employees and business partners to exercise great care and comply with applicable regulations, in particular with the principles of proper accounting and preparation of the balance sheet.

9 Data privacy

Sitron Sensor observes and adheres to the legal data protection regulations. The data protection officer regularly trains all employees and provides supports. Personal data will only be processed if this is legally permitted or if the affected person consents to it. Our employees and business partners are obliged to treat internal information and business secrets confidentially. Confidential and personal data, information and projects are stored securely and protected from access by third parties.

10 Mutual respect and prohibition of discrimination

Each and every employee is an important component of Sitron Sensor GmbH due to his/her performance and competence and distinguishes the company. Mutual respect, appreciation, appropriate interaction, fairness and openness shape the team. Discrimination and harassment of any kind will not be tolerated. We also expect this from our business partners.

11 Social responsibility

Sitron Sensor assumes societal and social responsibility. We respect internationally recognised human rights. We attach great importance to mutual respect, tolerance, fairness and trust between our employees and in the contact with our business partners. We also expect this from our business partners.

12 Occupational safety and health protection

Obligatory tasks of the business partner and each individual employee are the strict observance of occupational safety regulations and industrial safety in order to avoid health hazards. Sitron Sensor supports the safety and health of employees through appropriate measures such as preventive and consistent industrial safety and a safe and healthy working environment.

13 Environmental protection

Sitron Sensor's employees and business partners are committed to sustainable, responsible and sparing use of resources and raw materials. They ensure that energy and resources are used efficiently for products and processes and comply with applicable environmental standards. Sitron Sensor and its business partners commit their employees to minimising environmental hazards and conserving resources.

14 Responsibility in raw material procurement (conflict materials)

Sitron Sensor and its business partners support all efforts to ensure responsible resource procurement and to avoid the procurement and use of raw materials obtained illegally, through ethically objectionable or unreasonable measures.

Business partners are required to disclose the origin or source of supply of their resources. This serves to exclude the procurement of conflict materials in the future and to identify them in the manufactured products in the supply chain.

15 Non-compliance with the code of conduct / business partner code

Sitron Sensor attaches great importance to a trusting cooperation with its employees and business partners.

In the event of deviations from this code, Sitron Sensor reserves the right to review the business relationship with each business partner in accordance with the principle of proportionality. In each individual case, we carefully determine which consequences are appropriate, suitable and necessary.

Contact information

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City	
Name	
Date	
Signature	