

## Code of Conduct of BVS Blechtechnik GmbH

This Code of Conduct defines the principles and requirements of BVS Blechtechnik GmbH regarding the goods and services used and its responsibility for people and the environment. BVS Blechtechnik GmbH reserves the right to adapt this Code of Conduct in case of appropriate changes.

BVS Blechtechnik GmbH hereby declares

- **Compliance with laws**

To comply with the laws of the applicable jurisdiction(s)

- **Ban on corruption and bribery**

Not to tolerate or engage in any form of corruption or bribery, including any unlawful payment offers or similar benefits to government officials to influence the decision.

- **Respect of basic rights of employees**

- to promote equal opportunities and equal treatment of its employees regardless of their skin color, race, nationality, social background, possible disabilities, sexual orientation, political or religious convictions, 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 employees, such as psychological hardship, sexual and personal harassment or discrimination
- not to tolerate behaviour (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative
- To provide for adequate remuneration and to guarantee the national minimum wage established by law
- Comply with the maximum working hours as required by law in the respective country
- To the extent permitted by law, to recognize the freedom of association of employees and to neither favor nor discriminate against members in employee organizations or trade unions

- **Prohibition of child labor**

Not to hire workers who are not at least 15 years old. The minimum age may be reduced to 14 years in countries covered by the ILO Convention 138 exception for developing countries.

- **Health and safety of employees**

- To take responsibility for health and safety towards its employees
- To contain risks and ensure the best possible preventive measures against accidents and occupational diseases
- Provide training and ensure that all employees are competent in the area of occupational safety

- **Environmental protection**
  - To observe environmental protection with regard to legal norms and international standards
  - To minimize environmental pollution and to continuously improve environmental protection
- **Supply Chain**
  - To promote compliance with the contents of the Code of Conduct among suppliers in the best possible way
  - To comply with the principles of non-discrimination in the selection of suppliers and in dealing with suppliers.

## **Declaration of BVS Blechtechnik GmbH**

We hereby confirm:

We hereby undertake to comply with the principles and requirements of this Code of Conduct.

We will do our best to pass on the contents of this Code of Conduct to our suppliers and convince them to comply with the principles and requirements of this Code of Conduct.

Böblingen, 02.11.2020



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Harald Steiner  
Managing Director BVS Blechtechnik GmbH