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# Dokument 1.1 Code of Conduct (englisch)



Dokument gedruckt von Matthias Burandt mit ConSense IMS-Suite 2021.2 am 26.11.2025 08:33

# **Code of Conduct of FELDER GMBH**

### **Regarding social responsibility**

This Code of Conduct defines the principles and requirements of FELDER GMBH with regard to its working conditions, social and environmental compatibility as well as its transparency and global corporate responsibility.

Bearbeitung: Frank Schröer 14.11.2023 12:10

Freigabe: Frank Schröer 14.11.2023 12:11 Revision 6 vom 14.11.2023 12:11

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#### **Introduction – Corporate Responsibility**

In the following statements regarding Corporate Social Responsibility (CSR), we would like to familiarise you with our requirements and therefore with our expectations for the responsible procurement of raw materials, supplies and operating resources.

Our objective is to develop and maintain a cooperation with our business partners that is based on trust. This is the reason why we expect a transparent partnership. We warrant that all internal company data, such as production locations, production conditions as well as internal company knowledge, are treated as strictly confidential and will not be passed on to external parties.

Since we, FELDER GMBH, take our corporate responsibility for the sustainable procurement of raw materials, auxiliary materials and supplies very seriously, we have set ourselves targets to which we must adhere.

- Our goal is to achieve a supply chain that is as sustainable and transparent as possible. For this reason, we call on all business partners to fulfil their due diligence obligations along the supply chain to the best of their knowledge and belief.
- ➤ We do not tolerate business relationships with companies, business units nor individuals who are on so-called embargo and/or sanctions lists as well as other blacklists. Therefore, we encourage all our business partners to report any confirmed violation directly to us, with officially confirmed documents, if possible. We are pleased to be able to offer you the option of sending possible violations or non-compliance with the requirements anonymously via e-mail to <a href="mailto:coc@felder.de">coc@felder.de</a>. All communication via this channel is strictly confidential and will be treated with discretion.

#### Our expectations for a trustful business relationship

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The following requirements of our Code of Conduct build on both the conventions of the International Labour Organisation (ILO) as well as the well-known standards of the United Nations and form the basis of our ethical understanding.

FELDER GMBH actively works to ensure that the following values and principles are observed and complied with on a sustained basis and confirms :

#### → Compliance with the laws

- to comply with the laws of the respective applicable jurisdictions;
- Continuous maintenance of "digital compliance management" by specialist lawyers
- to adhere to its own code of conduct.

#### → Upholding of the fundamental rights of all persons involved

- to promote equal opportunity and treatment of its employees regardless of their colour, race, nationality, social origin, any disability, sexual orientation, political or religious beliefs, gender or age;
- to respect the personal dignity, privacy and personal rights of each and every individual, to not employ nor force anyone to work against their will;
- to not tolerate unacceptable treatment of workers, such as psychological stresses, sexual and personal harassment, or discrimination;
- to not tolerate behaviour (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative;
- to ensure adequate remuneration and to guarantee the legally established national minimum wage as a minimum. The remuneration should enable each employee to cover his or her cost of living. In addition, overtime is paid in accordance with the minimum wage regulations or at a supplementary rate customary in the industry. We oppose any kind of wage deductions as a disciplinary measure, as this is not in line with our ethical values. Each and every employee is informed of his or her salary/wage in an understandable form before commencing work;
- to comply with the maximum permitted working hours in the respective state. Under no circumstances regular working hours of 40 hours per week are exceeded;
- that overtime only takes place on a voluntary basis and does not exceed 12 hours per week.
- that every 6 working days is followed by at least one non-working day:
- to the extent permitted by local law, to recognise workers' freedom of association and neither favour nor discriminate against members in workers' organisations or trade unions.

#### → Prohibition of child labour / forced labour

- to not to employ workers who have not yet attained a minimum age of 15 years;
- that each and every worker does his or her work of his or her own free will;
- that any form of slavery, forced labour, human trafficking, or debt bondage is strictly prohibited;
- that the employees' freedom of movement is not restricted.

→ Health and safety of the employees

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- to take responsibility for health and safety towards its employees;
- to ensure that the workplace as well as the carrying out of the work, the health and safety of the employees are not endangered;
- that FELDER GMBH contains the risks and takes the best possible precautionary measures against accidents and occupational diseases;
- that FELDER GMBH offers training and ensures that all employees are knowledgeable on the subject of occupational safety;
- that an appropriate occupational safety management system is in place.

#### → Environmental protection

- to minimise its environmental impact and to continuously improve environmental protection;
- to apply an appropriate environmental management system that addresses, among other things, the management of sustainable resources and waste reduction;
- to collect key figures regarding its own environmental protection standards.

### → Prohibition of corruption and bribery

- to not tolerate or engage in any form of corruption or bribery, including any unlawful offers of payment or similar inducements to government officials to influence the decision-making process;
- to not tolerate any kind of extortion, money laundering or fraudulent misrepresentation.

### → No cooperation with non-state armed groups

- that the prohibition of war crimes or other serious violations of international humanitarian law, as well as crimes against humanity or genocide, is complied with.

### Conflict minerals (3TG)

- to not work with business partners who source conflict minerals (tantalum, tin, tungsten, their ores (cassiterite, columbite-tantalite and wolframite) as well as gold from conflict and/or risk areas listed at www.cahraslist.net/;
- to ensure that documentation in connection with all 3TG's is carried out in accordance with the Conflict Minerals Reporting Template (CMRT) and/or the Responsible Mining Initiative (RMI).

For any questions or information about violations against this code, please contact us at coc@felder.de.

FELDER GMBH - Löttechnik

Frank Schröer

Managing Director

FELDER GMBH - Löttechnik

for and on behalf of Matthias Burandt

**Purchasing Management**