

# 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.

## 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 [coc@felder.de](mailto:coc@felder.de). All communication via this channel is strictly confidential and will be treated with discretion.

## Our expectations for a trustful business relationship

Bearbeitung:  
Frank Schröer  
14.11.2023 12:10

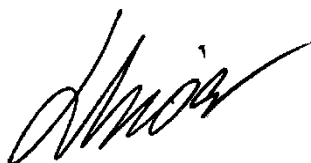
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Frank Schröer  
14.11.2023 12:11



- 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/](http://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](mailto:coc@felder.de).**

**FELDER GMBH – Löttechnik**



Frank Schröer

Managing Director

**FELDER GMBH – Löttechnik**



for and on behalf of Matthias Burandt

Purchasing Management