

Principles for responsible procurement at Neumüller Electronics GmbH

Status March 2016

Introduction

Neumüller Elektronik GmbH is committed to the principles of human rights, labor standards, the environment and anti-corruption. It is important to Neumüller Elektronik GmbH to fulfill its role as an economic and social player and to distinguish itself through prudent, responsible behavior with integrity. This Code defines the high standards that Neumüller Elektronik GmbH sets for itself, and which Neumüller Elektronik GmbH also requires its suppliers to comply with. Neumüller Elektronik GmbH's business relationships are based on mutual respect and trust, as well as on the basic principles of this Code.

The foundations of the Code for Suppliers are:

- The Neumüller Elektronik GmbH Code of Conduct
- The principles of the United Nations (UN) Global Compact
- The agreements of the International Labor Organization (ILO)

This code applies worldwide to all suppliers of Neumüller Elektronik GmbH.

It is the responsibility of Neumüller Elektronik GmbH's suppliers to develop their own code of conduct for this purpose, in order to pass on the listed principles in their own supply chain in the best possible way and promote.

1. Recognition of human rights

We expect our suppliers to recognize human rights and ensure that they are not involved in human rights abuses.

a. Prohibition of forced labor

All employment must be voluntary and based on forms of employment that comply with national laws and procedures.

b. Prohibition of child labor

The minimum age of employment shall not be lower than the age of completion of compulsory education and in no case lower than 15 years. Any form of exploitation and employment under working conditions harmful to the health of juvenile workers is prohibited.

c. No discrimination

Our suppliers must ensure that no one is discriminated against on the basis of gender, age, race, religion, social background or any other criteria in recruitment, employment or remuneration.

d. Not a nuisance

All employees are to be treated with dignity and respect, privacy and personal rights of each individual are to be respected. All employees shall not be subjected to corporal punishment, threats of violence or other forms of physical, sexual, psychological or verbal abuse.

2. Adequate working conditions

We expect our suppliers to demonstrate responsible labor policies and to take active safety and health precautions.

a. Safe and healthy workplaces

Our suppliers must provide a safe, hygienic and healthy workplace for their employees. Regulations and procedures must be in place to prevent accidents and injuries in the workplace.

b. Adequate remuneration

Wages and salaries must at least meet the legal requirements and at least correspond to the local wage level.

c. Freedom of association and collective bargaining

The supplier is obliged to respect the right of employees to freedom of association and collective bargaining.

3. Environmental protection

We expect our suppliers to strive to minimize adverse environmental impacts of their activities, products and services.

a. Handling hazardous substances

When handling hazardous substances, ensure their safe handling, movement, storage, reuse or disposal.

b. Reduction of environmental pollution

Our suppliers must implement continuous measures to reduce the use of resources and improve energy efficiency. Waste and emissions must be controlled, reduced to a minimum, and transported and disposed of appropriately. The use of environmentally compatible technologies must be consistently promoted.

4. Proper business practices and integrity

a. Compliance with the law

Our suppliers are obliged to comply with the applicable national and international laws and regulations.

b. Prohibition of corruption and bribery

Our suppliers are required not to tolerate or engage in any form of corruption or bribery.

c. Fair competition

Every business activity of our suppliers must be subject to the rules of fair competition. The relevant antitrust laws and laws against unfair competition must be complied with.

d. Protection of intellectual property

Our suppliers are obliged to respect the protection of intellectual property of third parties. Principles for responsible procurement at Neumüller Elektronik GmbH.

5. Compliance with the Code

a. Monitoring and obligation to provide evidence

Our suppliers shall monitor compliance with the principles described in this Code. Upon request, they shall provide all necessary information to demonstrate compliance. They shall inform us of any events that conflict with the principles of this Code.

b. Default

We reserve the right to demand remedial action and, if necessary, to terminate the cooperation in the event of non-compliance with the Code.

Weisendorf, den 01.03.2016

Place, date



Neumüller
ELEKTRONIK GMBH
Gewerbegebiet-Ost 7 · D-91085 Weisendorf
Tel: 0 91 35 / 7 36 66-0 Fax: 0 91 35 / 7 36 66-60

Stamp and signature