



# Code of Conduct

## Eichenauer Heating Elements GmbH & Co.KG

Eichenauer has formulated a general code of conduct for itself and its subsidiaries, including principles and standards that set demands to ourselves and equally to our business partners. Eichenauer's business partners are requested to comply with these principles and requirements regarding responsibility for people and the environment.

- 1. Compliance with applicable laws**  
Eichenauer presumes that legal and official requirements of the respective import, export and destination country are consistently met.
- 2. Respect for human rights**  
Eichenauer's business partners are obligated to respect the fundamental rights of their employees. The dignity and privacy of all employees must be respected, and the personal rights of each individual must be protected. Harassment in any form is not tolerated. Eichenauer requires business partners to always treat their employees with dignity and respect.
- 3. Protection of employee rights**  
Any form of forced labour is unacceptable to Eichenauer. Equal opportunities and equal treatment of employees must be always guaranteed. In addition, business partners must take every effort to comply with the statutory wage and working time regulations in the respective country. In particular, the regulations on minimum wage and overtime must be followed.
- 4. Prohibition of child labour**  
Eichenauer does not tolerate child labour. Eichenauer's business partners are obliged to hire only employees who have reached the minimum age of 15 years. There is an exception for countries that fall under the exception for developing countries in ILO Convention 138. In this case, the minimum age may be reduced to 14 years.
- 5. Rejection of bribery and corruption**  
Eichenauer requires business partners not accept or encourage corruption and bribery. Any unlawful benefits that influence decision-making are to be refrained from or rejected.
- 6. Environmental protection**  
Eichenauer attaches great importance to environmental protection and extends this assertion to all business partners. It is expected that all applicable laws, norms, and standards in this regard are complied with. Furthermore, environmentally conscious action, such as the minimization of environmental pollution and the responsible use of resources, is required.
- 7. Implementation in the supply chain**  
Eichenauer endeavors to ensure that business partners appropriately promote compliance with this Code of Conduct among their suppliers.
- 8. Compliance with data protection regulations**  
Eichenauer insists on compliance with data protection regulations. The protection of the personal data of business partners and employees is of great importance. Therefore, business partners are expected to be particularly careful when processing such specific data.

**We hereby acknowledge the present Code of Conduct and confirm compliance with the requirements.**

\_\_\_\_\_  
Place and date

\_\_\_\_\_  
Company

\_\_\_\_\_  
Signature