

Bürkle und Schöck

Code of Conduct

On social responsibility

Preamble

The companies of the Bürkle + Schöck Group are committed to their social responsibility within the scope of their global business activities (usually referred to internationally as "CSR"). This 'Bürkle + Schöck Code of Conduct on Social Responsibility' (hereinafter referred to as 'CoC') sets out as an industry guideline what this means in particular with regard to working conditions, social and environmental compatibility, transparency, trusting cooperation, and dialogue. The contents of this CoC are based on the ZVEI Code of Conduct, which was developed and agreed upon together with member companies. They are an expression of the shared values of Bürkle + Schöck, as defined in the vision and mission of Bürkle + Schöck and, in particular, as set out in its commitment to the social market economy. The application of this CoC is recommended to all customers and suppliers of Bürkle + Schöck. It is designed as a voluntary commitment that can be signed by member companies. By providing this CoC, Bürkle + Schöck supports them in responding to the different conditions in a global market and facing the challenges and social expectations that arise from increasingly networked cooperation in value chains.

1. Basic understanding of socially responsible corporate governance

This CoC is based on a common basic understanding of socially responsible corporate governance. For the signatory company, this means that it assumes responsibility by considering the economic, technological, social, and environmental consequences of its business decisions and actions and by striking an appropriate balance between the various interests involved. The signatory company voluntarily contributes to the well-being and sustainable development of global society at the locations where it operates, within the scope of its respective possibilities and scope of action. In doing so, it is guided by universally accepted ethical values and principles, in particular integrity and righteousness, and respect for human dignity.

2. Scope

2.1 This CoC applies to all branches and business units of the signatory company worldwide.

2.2 The signatory company undertakes to promote compliance with the contents of this CoC among its suppliers and in the wider value chain within the scope of its respective possibilities and scope of action.

3. Key points of socially responsible corporate management

The undersigned company actively works to ensure that the values and principles set out below are observed and adhered to on a long-term basis.

3.1 Compliance with laws

The signatory company complies with the applicable laws and other legal regulations of the countries in which it operates. In countries with weak institutional frameworks, it carefully examines which good corporate practices from its own home country should be applied to support responsible corporate governance.

3.2 Integrity and organizational governance

3.2.1 The signatory company bases its actions on universally accepted ethical values and principles, in particular integrity, honesty, respect for human dignity, openness, and non-discrimination on the basis of religion, ideology, gender, or ethnicity.

3.2.2 The signatory company rejects corruption and bribery as defined in the relevant UN Convention. It promotes transparency, integrity, and responsible management and control within the company in an appropriate manner.

3.2.3 The signatory company pursues clean and recognized business practices and fair competition. In competition, it is guided by professional conduct and quality work. It maintains a cooperative and trusting relationship with the supervisory authorities. It also complies with the guidelines set out in the "Guidelines for our association work – Notes on acting in accordance with antitrust law in the ZVEI."

3.3 Consumer interests

Insofar as consumer interests are affected, the signatory company complies with consumer protection regulations and appropriate sales, marketing, and information practices. Particularly vulnerable groups (e.g., the protection of minors) receive special attention.

3.4 Communication

The signatory company communicates openly and in a dialogue-oriented manner about the requirements of this CoC and its implementation to employees, customers, suppliers, and other interest groups and stakeholders. All documents and records are created in accordance with legal requirements, are not unfairly altered or destroyed, and are stored appropriately. Trade secrets and business information of partners are treated sensitively and confidentially.

3.5 Human rights

The signatory company is committed to promoting human rights. It complies with human rights in accordance with the UN Human Rights Charter, in particular the following:

3.5.1 Privacy

Protection of privacy.

3.5.2 Health and safety

Preservation of health and safety at work, in particular ensuring a safe and healthy working environment to prevent accidents and injuries.

3.5.3 Harassment

Protection of employees from corporal punishment and physical, sexual, psychological, or verbal harassment or abuse.

3.5.4 Freedom of expression

Protection and granting of the right to freedom of expression and opinion.

3.6 Working conditions

The undersigned company complies with the following ILO4 core labor standards:

3.6.1 Child labor

The prohibition of child labor, i.e., the employment of persons under the age of 15, unless local legislation stipulates higher age limits and no exceptions are permitted.

3.6.2 Forced labor

The prohibition of forced labor of any kind.

3.6.3 Compensation

Labor standards regarding remuneration, in particular regarding the level of remuneration in accordance with applicable laws and regulations.⁷

3.6.4 Employee rights

Respect for the rights of employees to freedom of association, freedom of assembly, and collective bargaining, to the extent permitted and possible under the laws of the respective country.⁸

3.6.5 Non-discrimination

Non-discriminatory treatment of all employees.⁹

3.7 Working hours

The signatory company complies with labor standards regarding the maximum permissible working hours.

3.8 Environmental protection

The signatory company complies with the environmental protection regulations and standards that apply to its respective operations and acts in an environmentally conscious manner at all locations. It also uses natural resources responsibly in accordance with the principles of the Rio Declaration.¹⁰

3.9 Civic engagement

The signatory company contributes to the social and economic development of the country and region in which it operates and encourages its employees to engage in relevant voluntary activities.

4. Implementation and enforcement

The undersigned company shall make every appropriate and reasonable effort to continuously implement and apply the principles and values described in this CoC. Upon request and on the basis of reciprocity, contractual partners shall be informed of the essential measures taken so that it is clear how compliance is fundamentally ensured. There is no entitlement to the disclosure of trade and business secrets, competition-related information, or other information worthy of protection.

Stuttgart, January 2, 2021

Bürkle + Schöck Elektronik Group



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Explanation

- 1 CSR = Corporate Social Responsibility Status: 2008
- 2 United Nations Convention against Corruption of 2003, in force since 2005
- 3 Universal Declaration of Human Rights, UN Resolution 217 A (III) of 1948
- 4 ILO = International Labor Organization
- 5 ILO Convention No. 138 of 1973 and ILO Convention No. 182 of 1999
- 6 ILO Convention No. 29 of 1930 and ILO Convention No. 105 of 1957
- 7 ILO Convention No. 100 of 1951
- 8 ILO Convention No. 87 of 1948 and ILO Convention No. 98 of 1949
- 9 ILO Convention No. 111 of 1958
- 10 The 27 principles of the 1992 Rio Declaration on Environment and Development, which was the outcome of the United Nations Conference on Environment and Development in Rio de Janeiro
- 11 ILO Convention No. 189 of 2003