



Code of Conduct
for suppliers of
BEKO TECHNOLOGIES



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Better through responsibility – Preface



The Management Board from BEKO TECHNOLOGIES GMBH,
Yannick Koch, Norbert Strack, Sascha Niederhagen.

Dear business partners,

BEKO TECHNOLOGIES stands for innovative products, highest quality, technological competence and cooperation in partnership. Our claim is to be a reliable partner to all business partners associated with our company.

Since its early days in 1982, BEKO TECHNOLOGIES has been an independent family business. This shapes our entrepreneurial actions and our corporate culture. Integrity is an inseparable part of our business.

In this Code of Conduct, we define our expectations of our suppliers, within the framework of which we will work together with you. With it, we formulate the fundamental values and rules that apply to us worldwide. These rules help us to answer the ethical and legal questions that arise correctly and appropriately in our normal day-to-day business, in all strategic considerations and in decision-making processes. This Code of Conduct is binding and applies to all suppliers, external consultants and persons who are used on a functionally equivalent basis to employees, such as temporary workers.

We expect our suppliers to comply with all legal regulations and to respect the customs, traditions and social values of the countries and cultures in which they operate.

If you have any questions about understanding or applying this Code of Conduct, please contact your line manager or write to the central email address:

verhaltenskodex@beko-technologies.com

Follow the Code of Conduct and use it as a guiding framework for your daily behaviour. Help others to follow it too.

The management of
BEKO TECHNOLOGIES GMBH

Underlying values of cooperation:

Compliance with laws and statutes

Compliance with all applicable laws and regulations is self-evident - at local, national and international level. Our suppliers observe them at all times, even if this entails short-term economic disadvantages or difficulties for the company or individuals.

In individual countries, business areas, markets or vis-à-vis certain business partners, stricter regulations may apply than those described in this Code of Conduct. In such cases, these stricter regulations are generally applied. ■

Environmental protection and climate protection

Sustainable environmental and climate protection as well as resource efficiency are important corporate goals and motivation for us at the same time, which is why we expect our suppliers to follow an equivalent guiding principle. In the manufacture of products, their storage, distribution, transport, use and disposal, each supplier pays attention to the highest possible conservation of natural resources and the best possible protection of the environment from

unnatural, disruptive influences or impairments. Each supplier also applies this standard when selecting its upstream suppliers and partners. ■

Achieving business objectives

Fair competition

BEKO TECHNOLOGIES' suppliers observe the rules of fair competition. Relationships and agreements that impair fair competition are prohibited.

These particularly include:

- » Coordination and agreements with competitors on prices and conditions,
- » Division of markets, customers or territories,
- » Capacity or production constraints,
- » Sharing sensitive and business-critical information with competitors, such as price calculations, margins, price changes, discounts and turnover,
- » Abuse of a dominant market position.

Each supplier shall act exclusively in compliance with the rules of the respective locally applicable antitrust law and in the spirit of fair competition.

Corruption

The suppliers of BEKO TECHNOLOGIES recognise the respective nationally applicable laws to combat corruption. Each supplier is called upon to create internal regulations to avoid corruption and to ensure that its employees know and comply with these rules. ■

Preventing money laundering

BEKO TECHNOLOGIES' suppliers comply with the legal obligations to prevent money laundering and take all necessary measures to prevent money laundering within their sphere of influence. ■

Protection for people and staff

Internationally recognised human rights are observed and supported by BEKO TECHNOLOGIES' suppliers. All people, regardless of their ethnic origin, religion, world view, disability, sexual identity, gender and age, are respected. The dignity and personal rights of employees and third parties with whom we are in business contact are

respected. The minimum standards to be observed are the current versions of the ILO (International Labour Organization) conventions.

Forced labour and child labour

Our suppliers reject forced labour and any form of exploitation. This includes any kind of work or service that is required of a person under threat of punishment and for which he or she has not volunteered.

We do not tolerate child labour at our suppliers and refer to the regulations of ILO C138. Our suppliers terminate the cooperation with sub-suppliers as soon as they become aware that this is not being complied with by sub-suppliers. Any suspicious cases must be investigated by each supplier.

Equal opportunities and anti-discrimination

BEKO TECHNOLOGIES' suppliers oppose any form of discrimination and ensure strict compliance with the relevant laws. Employees may not be discriminated against on the basis of gender, ethnic origin, social class, culture, religion, disability, sexual orientation, membership of an association or political affiliation in the hiring, remuneration, further training, promotion, dismissal, provision for retirement or in the exercise of other rights.

Employee's rights

The right to adequate wages is recognised for all workers. Remuneration and other benefits are at least in line with the respective national and local legal standards or the level of the national economic sectors/industries and regions.

Employees have the right to have their working conditions set out in writing by the employer with regard to working time, pay and holiday entitlement.

Occupational health and safety at work

BEKO TECHNOLOGIES' suppliers ensure a healthy and hazard-free working environment for their employees and comply with the laws and regulations on health and safety at work. All necessary measures are taken to keep accidents or damage to health away from employees, insofar as they arise from, are connected with or occur during work. ■

Data, information and communication

Confidential company information

The protection of confidential information can be of existential importance for a company in individual cases. Therefore, the suppliers of BEKO TECHNOLOGIES take the necessary measures to protect sensitive and business-critical information from unauthorised access and insight. This includes suitable technical measures as well as the following rules, which every supplier has to comply with when handling sensitive information of or about BEKO TECHNOLOGIES:

- » Information expressly marked as confidential will only be passed on to the named or otherwise authorised group of recipients, but will not be published or communicated externally.
- » In the case of information not expressly marked as confidential, a balance must be struck between the need for information and the need for protection of BEKO TECHNOLOGIES. In the case of potentially sensitive information, it shall be passed on exclusively to the employees involved in the matter.
- » In case of doubt, consult BEKO TECHNOLOGIES before passing on potentially sensitive information.

Data security and data protection

Data security and data protection must be of high importance for suppliers of BEKO TECHNOLOGIES. Therefore, the supplier shall protect company and process data of BEKO TECHNOLOGIES against unauthorised access, unauthorised or improper use, theft, loss and premature destruction by suitable and appropriate technical and organisational means.

Suppliers of BEKO TECHNOLOGIES collect and process personal data relating to employees of BEKO TECHNOLOGIES exclusively in accordance with the statutory provisions. ■



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