



Code of Conduct for IEW Ltd. Suppliers

This Code of Conduct defines the basic requirements placed on the suppliers and third party intermediaries of Industrial Electronic Wirings (IEW Ltd.) suppliers of goods and services concerning their responsibilities towards their stakeholders and the environment. The supplier and/or third party intermediary declares herewith to:

Legal compliance

To comply with the laws of the applicable legal system(s).

Prohibition of corruption and bribery

To tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.

Respect for the basic human rights of employees

To promote equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;

To respect the personal dignity, privacy and rights of each individual;

To refuse to employ or make anyone work against his or her will;

To refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;

To prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;

To provide fair remuneration and to guarantee the applicable national statutory minimum wage;

To comply with the maximum number of working hours laid down in the applicable laws;

To recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

Prohibition of forced labour

Neither use nor contribute to slavery, servitude, forced or compulsory labour or human trafficking.

Prohibition of child labor

To employ no workers under the age of 15.

Health and Safety of employees

To take responsibility for the health and safety of its employees;

To control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;

To provide training and ensure that employees are educated in health and safety issues;

To set up or use an occupational health & safety management system according to OHSAS 18001 or equivalent.

Environmental protection

To act in accordance with the applicable statutory and international standards regarding environmental protection;

To minimize environmental pollution and make continuous improvements in environmental protection;

To set up or use an environmental management system according to ISO 14001 or equivalent if viable.

Responsible mineral sourcing

Take reasonable efforts to avoid in its products the use of raw materials which originate from conflict affected areas and high risk areas which may contribute to human rights abuses, corruption, the financing of armed groups or similar negative effects. For further information see our conflict minerals policy available on our website.

Supply Chain

To use best efforts to promote among its suppliers compliance with this Code of Conduct;

To comply with the principles of nondiscrimination with regard to supplier selection and treatment.