

Code of Conduct for suppliers of Speck | Circutec

Preamble

The Speck | Circutec Pumpen Verkaufsgesellschaft GmbH ("Speck | Circutec") is committed to responsible, sustainable and legally compliant corporate management. This Supplier Code of Conduct outlines the minimum requirements that Speck | Circutec addresses its suppliers and business partners with respect to human rights, working conditions, the environment, business ethics and responsible sourcing.

The requirements are based in particular on the core labour standards of the International Labour Organization (ILO), the United Nations Guiding Principles on Business and Human Rights (UN Guiding Principles), the OECD Guidelines for Multinational Enterprises, the principles of the UN Global Compact and the requirements of the German Supply Chain Due Diligence Act (LkSG).

The Supplier undertakes to comply with the following requirements and to adequately promote their implementation in its supply chain.

1. Compliance with laws and integrity

The Supplier undertakes to comply with all applicable national and international laws, regulations and regulatory requirements.

It acts in accordance with the principles of integrity, transparency and responsible corporate governance and makes business decisions exclusively on a factual basis.

2. Human rights and working conditions

The supplier respects and protects internationally recognized human rights.

2.1 Prohibition of child labour

Child labor is prohibited. The Supplier does not employ any persons under the minimum age specified by law. Irrespective of this, no person under the age of 15 may be employed, unless exceptions are permitted under ILO Convention No. 138.

Employees under the age of 18 are not allowed to carry out dangerous work and are only allowed to work at night to the extent permitted by law.

2.2 Prohibition of forced labour and modern slavery

Any form of forced labor, compulsory labor, debt bondage, human trafficking or modern slavery is prohibited.

Employees may not be required to provide identification documents, work permits or other personal documents.

The employment relationship must be entered into voluntarily and must be terminated at any time in compliance with the statutory notice periods.

2.3 Prohibition of discrimination and equal opportunities

The supplier does not tolerate any discrimination or disadvantage on the basis of gender, age, skin colour, ethnic origin, nationality, religion or belief, disability, sexual identity, marital status, political opinion or any other characteristic protected by law.

The supplier promotes equal opportunities and equal treatment in the workplace.

2.4 Fair treatment

Any form of corporal punishment, psychological or physical coercion, intimidation, harassment, abuse or sexual harassment is prohibited.

The dignity, privacy and personal rights of all employees must be respected.

2.5 Freedom of association and collective bargaining

The supplier respects the employees' right to freedom of association, trade union membership, collective bargaining and collective bargaining within the framework of applicable laws.

Employees must not be disadvantaged or intimidated as a result of the exercise of these rights.

2.6 Fair remuneration and working hours

The Supplier shall comply with the applicable legal provisions regarding working hours, rest periods, overtime, vacation and remuneration.

The remuneration must at least meet the minimum statutory or collective bargaining requirements.

Overtime is only to be worked to the extent permitted by law and on a voluntary basis.

3. Occupational health and safety

The supplier ensures a safe and healthy working environment.

These include, in particular:

Compliance with all applicable occupational health and safety regulations,

Carrying out regular risk assessments,

Provision of appropriate personal protective equipment,

appropriate instruction and training of employees,

Implementation of appropriate emergency and evacuation measures,

prevention of accidents at work and work-related illnesses,

Provision of hygienic working conditions.

The supplier promotes the continuous improvement of occupational health and safety.

4. Environmental and climate protection

The supplier is committed to the responsible use of natural resources and to the continuous improvement of its environmental performance.

In particular, the Supplier undertakes:

Comply with all applicable environmental regulations,
Avoid or minimise environmental pollution,
Use energy and resources efficiently,
reduce greenhouse gas emissions,
prevent, reduce and properly dispose of waste,
minimize water consumption and wastewater discharges,
to prevent air, soil and water pollution,
Handle and store hazardous substances safely,
recycling and circular economy.

Where relevant, the requirements of relevant substance bans and product regulations, such as REACH, RoHS or comparable regulations, must be complied with.

5. Business ethics

5.1 Corruption and bribery

The supplier does not tolerate any form of corruption, bribery, extortion or embezzlement.

Inadmissible advantages may not be offered, granted, demanded or accepted.

5.2 Gifts and invitations

Gifts, hospitality or invitations may only be given within reasonable, legally permissible and customary business limits.

5.3 Fair competition and antitrust law

The supplier observes the rules of free and fair competition and complies with all applicable antitrust and competition regulations.

In particular, price agreements, market sharing or other agreements restricting competition are prohibited.

5.4 Conflicts of interest

Business decisions are to be made free of extraneous interests. Possible conflicts of interest must be disclosed immediately.

5.5 Money laundering and export control

Supplier shall comply with applicable anti-money laundering regulations and all applicable export control, customs and sanctions regulations.

6. Data protection, information security and protection of confidential information

The supplier undertakes to protect confidential information, business and trade secrets as well as personal data.

Personal data must be processed exclusively in accordance with applicable data protection laws, in particular the General Data Protection Regulation (GDPR).

The Supplier shall implement appropriate technical and organizational measures for information security.

7. Responsible supply chain and due diligence obligations

The supplier undertakes to adequately address the requirements set out in this Code of Conduct in its own supply chain as well and to oblige its direct suppliers accordingly.

The supplier will:

Identify and appropriately minimise human rights and environmental risks in its supply chain, investigate indications of violations and take appropriate remedial action;

Speck | Circutec inform immediately of serious violations, provide relevant information and evidence upon request.

9. Review and cooperation

Speck | Circutec reserves the right to verify compliance with this Code of Conduct on a risk-based basis. This can be done in particular through self-disclosures, document checks, supplier evaluations or audits.

The supplier undertakes to cooperate appropriately in such inspections.

If violations are found, Speck expects | Circutec requires the immediate implementation of appropriate corrective measures. Serious or repeated violations may lead to the termination of the business relationship.

10. Recognition

By entering into or continuing the business relationship, the Supplier confirms that it has taken note of the contents of this Code of Conduct and ensures that it is complied with.