



## Code of Conduct for FREQCON Suppliers and Business Partners

This Code of Conduct defines the principles and requirements of FREQCON to its suppliers and business partners regarding their responsibility to humans and the environment. FREQCON reserves the right to change the requirements of this Code of Conduct as required. In this case, FREQCON expects its suppliers to accept such reasonable changes.

The supplier and/or business partner with intermediary function hereby declares:

- **Compliance with the law:**
  - + to comply with the laws of the applicable legal systems.
- **Ban on corruption and bribery**
  - + Not to tolerate or participate in any form of corruption or bribery in any way whatsoever, nor to offer, grant or promise benefits to government officials or private sector counterparties in order to influence official acts or gain an unfair advantage.
- **Fair competition, antitrust and intellectual property rights**
  - + to act in accordance with national and international competition laws and not to participate in pricing agreements, market or customer divisions, market arrangements or bid rigging;
  - + to respect the intellectual property rights of others.
- **Conflicts of interest**
  - + to avoid any conflict of interest that could adversely affect business relationships.
- **Respect for the fundamental rights of employees**
  - + To promote equality of opportunity and equal treatment of its employees, regardless of their skin color, race, nationality, social origin, disability, sexual orientation, political or religious beliefs, sex or age;
  - + respect the personal dignity, privacy and personal rights of each individual;
  - + not employing anyone against his will or forcing him to work;
  - + not to tolerate unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment or discrimination;
  - + Not to tolerate behavior (including gestures, language and physical contacts) that is sexual, coercive, threatening, abusive or exploitative;
  - + to ensure adequate remuneration and to ensure the statutory national minimum wage;
  - + to comply with the maximum working hours stipulated by law in each state;
  - + as far as legally permissible, to recognize the freedom of association of employees and neither to favor nor discriminate against members of workers' organizations or trade unions.



- **Prohibition of child labor**
  - + not to employ workers who do not have a minimum age of 15 years. In countries that fall under the developing country exception of ILO Convention 138, the minimum age may be reduced to 14 years.
- **Health and safety of employees**
  - + To take responsibility for health and safety towards its employees;
  - + Contain risks and ensure the best possible precautionary measures against accidents and occupational diseases;
  - + Provide training and ensure that all employees are knowledgeable about occupational safety;
  - + build and apply an appropriate occupational safety management system.
- **Environmental protection**
  - + observe environmental protection with regard to legal standards and international standards;
  - + Minimize environmental impact and continuously improve environmental protection;
  - + build and apply an appropriate environmental management system.
- **Supply chain**
  - + to adequately promote compliance with the contents of the Code of Conduct with its suppliers;
  - + Comply with the principles of non-discrimination in supplier selection and supplier dealings.
- **Conflict minerals**
  - + To take appropriate measures to prevent the use of raw materials in its products, which directly or indirectly finance armed groups that violate human rights.

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