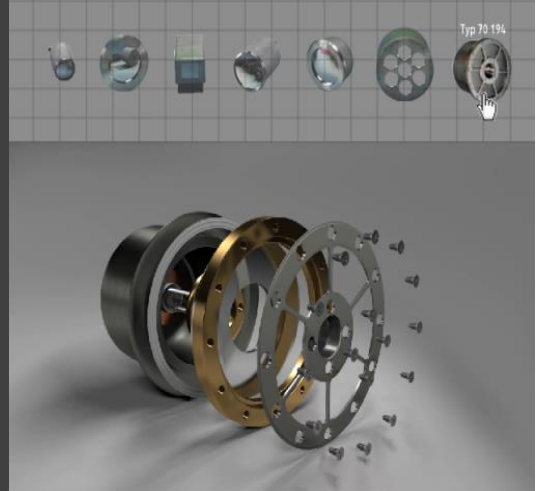


VacuTec Meßtechnik

VacuTec has been successfully developing, producing and delivering a wide spectrum of ionisation chambers, counter tubes and proportional counters worldwide for more than 60 years, for applications in industrial, measurement and medical technology as well as analytics and laboratory for physical investigations and calibrations are the basis for product series precise enough to meet the most demanding of specifications.



Code of Conduct for Suppliers

Preamble

Sustainable and responsible action is a key element of VacuTec's self-concept and company strategy. As part of Hörmann group, VacuTec has implemented the guidelines of Hörmann group (Code of Conduct), which is intended to serve as binding orientation for all employee actions.

Our suppliers are an essential part of our success. We therefore aim to successfully and sustainably design the development of our products and services together with our suppliers in the future. We see joint understanding for ethical and sustainable action as the basis for the success of our business. This Code of Conduct sets out the requirements and principles for cooperation with VacuTec suppliers.

Principle of strict legality

VacuTec represents the principle of strict legality for all actions, measures, contracts and other processes. We correspondingly expect our suppliers to comply with the basic principles of the United Nations Global Compact as well as this Code of Conduct, and work to ensure that the principles of this Code of Conduct are also complied with in their supply chain.

Dealing with employees

Our suppliers must comply with applicable national employment laws. They must in particular observe the basic employee rights derived from these laws. The following principles are also oriented by the basic principles of the International Labour Organisation (ILO).

Human rights

Our suppliers must observe and safeguard internationally recognised human rights.

Child labour

Our suppliers shall only employ workers who have reached the requisite minimum age to carry out work according to applicable national laws.

Forced labour

Our suppliers must reject forced labour of any kind and respect the principle of voluntary employment.

Freedom of association

Our suppliers must respect freedom of association and the right to form interest groups. They must grant their employees the right to assert their interests, as provided for in national law.

Equality of opportunity

Our suppliers must not tolerate discrimination of any kind against employees on the basis of skin colour, ethnic origin, sex, age, nationality, social origin, disability, sexual orientation or ideology.

Fair working conditions

Our suppliers must pay remuneration and social benefits corresponding at least to the relevant national legal standards, provisions or agreements. The applicable regulations on working hours and holiday must be complied with.

Occupational safety and health protection

Our suppliers must comply at least with applicable national standards for a safe and hygienic working environment and must in this context take appropriate measures to safeguard health and safety in the workplace and ensure healthy working conditions.

Environmental protection and environmental management

Our suppliers must avoid endangering people and the environment, minimise environmental impact and handle resources carefully. Our suppliers' processes, workplaces and equipment must correspond to the applicable legal and official requirements and standards for fire and environmental protection.

Suppliers must ensure conformity with applicable standards, especially RoHS (RL 2011/65/EU; Restriction of certain Hazardous Substances), REACH (Regulation (EC) No. 1907/2006; Registration, Evaluation, Authorisation and Restriction of Chemicals) and WEEE (RL 2012/19/EU; Waste electrical & Electronic Equipment), in their current versions.

Business relationships

Avoidance of conflicts of interests

Our suppliers and their employees must make decisions on the basis of factual considerations and must not be unduly guided by personal interests in these decisions.

Free competition

Our suppliers must compete fairly and comply with the applicable legal regulations protecting free competition. Our suppliers must not enter into any agreements or concerted practices with other companies with the aim or consequence of preventing, restricting or falsifying competition according to applicable provisions of competition and antitrust regulations, and must not illegally exploit any dominant position in the market.

Corruption

Our suppliers must ensure compliance with applicable anti-corruption laws and must reject corrupt behaviour of any kind. Suppliers must ensure that their employees, sub-contractors or representatives do not grant or offer bribes, illicit donations or other illicit payments or advantages to customers, officials or other third parties, or accept such payments from said third parties. This particularly includes suppliers not offering, promising or granting advantages to VacuTec employees with the aim of obtaining an order or other preferential treatment in the course of business.

Trade secrets

Our suppliers must ensure that VacuTec's confidential information is kept secret. This shall continue to apply after the end of the business relationships.

Money laundering

Our suppliers must comply with applicable statutory provisions for money laundering prevention.

Import and export

Our suppliers must comply with all applicable laws when importing and exporting goods and services.

Conflict minerals

VacuTec expects its suppliers to comply with all applicable regulations on conflict minerals.

In the event that a product contains so-called 'conflict minerals' (tin, tantalum, tungsten, gold or corresponding ore), we expect our suppliers to ensure that their supply chain is transparent on request right back to the smelting works.

The supplier is obliged to take appropriate measures to avoid the use of raw materials in its products directly or indirectly financed by armed groups who violate human rights.

Compliance with the Code of Conduct

Our suppliers must observe this Code of Conduct in their own choice of suppliers, make it known within their supply chain and ensure that it is complied with.

A violation of this Code of Conduct represents an impairment of the business relationship between VacuTec and the supplier. Regardless of other rights, we reserve the right in such cases to demand clarification of the facts and introduction of counter-measures from the supplier. If it can be shown that the supplier has failed to take appropriate measures for improvement within an appropriate period, or if the violation is sufficiently grave that it becomes unreasonable for VacuTec to continue the business relationship, VacuTec reserves the right, regardless of other rights, to terminate the affected contractual relationship without notice.

VacuTec Meßtechnik GmbH
Dornblüthstraße 14a
01277 Dresden
info@vacutec-gmbh.de
www.vacutec-gmbh.de

