

Business Partner Code of Conduct

Integrity, compliance with law and regulations, and responsibility towards people and the environment are the guidelines for in-tech GmbH's entrepreneurial activities. We comply with globally recognized standards such as the United Nations Global Compact, the UN Guidelines on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. We also have this demand on our business partners. We therefore expect our business partners to comply with the following principles:

1. Compliance with law and order

All applicable legal provisions and requirements that are relevant in the context of a business relationship with in-tech must be complied with. This also applies to countries in which the partner is active.

2. Prohibition of Corruption

All anti-corruption laws must be observed. Corruption is not tolerated in business processes.

3. Fair Competition

The applicable rules of competition and antitrust law as well as the principle of fair competition must be observed.

4. Human and Labour Rights

All employees shall be treated equally regardless of gender, age, colour, culture, ethnic origin, sexual orientation, disability, religion or belief.

Employees shall be treated free from sexual harassment, sexual abuse, physical punishment or torture, mental coercion, employment against their will and threats of such treatment.

Remuneration and working hours shall be at least in accordance with the respective national and local legal standards or the level of the national economic sectors/industries and regions.

The freedom of association of employees must be recognised in accordance with the applicable national legislation. Members of workers' organisations or trade unions shall not be favoured or disadvantaged.

5. Prohibition of Child Labour

The employment of workers who have not reached the minimum age according to ILO Convention 138 will not be tolerated.

6. Employee Health and Safety

The internationally recognised health and safety requirements must be complied with. Hazards and accidents are to be eliminated or reduced by preventive measures.

7. Sustainable Environmental and Climate Protection

Environmental regulations and international standards must be observed. Resources are to be conserved, environmental pollution is to be minimized.

8. Raw Material Procurement

The procurement of raw materials must comply with conflict resource regulations, for example § 1502 of the U.S. Dodd-Frank Act. When using conflict resources, information must be provided along the entire supply chain using the appropriate templates.

9. Information Handling and Data Protection

Confidential and personal information must be protected and the applicable laws on data protection observed.

10. Implementation in the Supply Chain

Compliance with the principles in this Business Partner Code of Conduct will be promoted to your business partners in the best possible way.

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