



BKL Electronic · Märkenstück 14 · 58509 Lüdenscheid

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Code of Conduct for BKL Clients and Partners

This Code of Conduct defines the principles and requirements of BKL Electronic to its business partners regarding their responsibility for people and the environment. BKL reserves the right to change the requirements of this Code of Conduct in the event of appropriate changes in the BKL Compliance Program.

BKL Electronic hereby declares:

To comply with the laws

- to comply with the laws of the applicable jurisdictions.

Prohibition of corruption and bribery

- Not tolerate or participate in any form of corruption or bribery, directly or indirectly, and not offer, grant or promise gratuities to government officials or private sector counterparties to influence official actions 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 engage in price fixing, sharing of markets or customers, market collusion or bid rigging;
- to respect intellectual property rights of others.

Conflicts of interest

- avoid all conflicts of interest that may adversely affect business relationships.

Respect for the fundamental rights of employees

- Promote equal opportunity and treatment of its employees regardless of color, race, national origin, social origin, disability, sexual orientation, political or religious beliefs, gender or age;
- to respect the personal dignity, privacy and personal rights of each individual;
- not to employ or force anyone to work against their will;
- not to tolerate unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment or discrimination;



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- Not tolerate behavior (including gestures, speech and physical contact) that is sexual, coercive, threatening, abusive or exploitative;
- Provide adequate pay and ensure the national minimum wage established by law;
- to comply with the maximum working hours stipulated by law in the respective country;
- to the extent legally permissible, to recognize the freedom of association of employees and to neither favor nor discriminate against members in employee organizations or trade unions.

Prohibition of child labor

- not to hire workers who do not have a minimum age of 15 years. In countries that fall under the exception for developing countries in 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;
- to contain risks and ensure the best possible precautions against accidents and occupational illnesses;
- provide training and ensure that all employees are knowledgeable on the subject of occupational safety;
- to establish and apply an appropriate occupational safety management system.

Environmental protection

- to observe environmental protection with regard to legal norms and international standards;
- to minimize environmental pollution and to continuously improve environmental protection;
- to establish and apply an appropriate environmental management system.

Supply chain

- to appropriately promote compliance with the contents of the Code of Conduct among its suppliers;
- to comply with the principles of non-discrimination in the selection of suppliers and in dealings with suppliers.

Conflict Minerals

- Take appropriate measures to avoid the use of raw materials in its products that directly or indirectly finance armed groups that violate human rights.