

Code of Conduct (CoC) for business partners

Thermokon Sensortechnik GmbH
Platanenweg 1 | 35756 Mittenaar – Germany
Offenbacher Straße 9 | 35649 Bischoffen – Germany



1. Scope	9
2. Code of Conduct (CoC)	9
2.1 Principle of legality - compliance with applicable law	9
2.2 Social standards.....	9
2.3 Environmental standards	10
2.4 Business relations	10
3. Whistleblower system	11
4. Compliance with the CoC and consequences of non-compliance	12

1. Scope

Thermokon is committed to its social responsibility. Our actions are determined by high social, ethical and ecological standards in order to shape the future of the company in a sustainable and successful way. We do not tolerate human rights violations and adhere to the UN's "Universal Declaration of Human Rights".

The social, ethical and environmental standards described in this CoC are based on the ten principles of the United Nations Global Compact, the International Charter of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multi-national Enterprises.

The requirements and principles of this Code of Conduct are an integral part of the contractual obligations and cooperation between our business partners and Thermokon. Therefore, our business partners undertake to comply with and promote the following principles of this Code of Conduct and to provide their employees with regular and appropriate training in this regard.

2. Code of Conduct (CoC)

We require our business partners to consider high social, ethical and environmental standards and to respect human rights as a fundamental part of a responsible business concept.

2.1 Principle of legality - compliance with applicable law

The Business Partner agrees to comply with the applicable laws and regulations for all actions, measures, contracts and operations in the countries in which it conducts its business activities.

In particular, the relevant legal regulations for human rights and environmental protection must be observed and implemented in the supply chain. In addition, this principle of legality also includes the payment of taxes and customs duties owed, compliance with competition and antitrust law, the strict prohibition of corruption and money laundering, compliance with the state of the art, obtaining necessary official approvals, compliance with export control law and compliance with the legal rights of third parties as well as legal regulations for the protection of social and environmental standards.

2.2 Social standards

Human rights

We expect our business partners to consistently respect internationally recognized human rights and actively promote them. The United Nations Guiding Principles on Business and Human Rights are the basis for this. These include the protection of local communities, indigenous peoples and human rights defenders.

No forced labor, slavery and human trafficking

Employment in forced labour is prohibited. This includes any activity or service that is required of a person under penalty of punishment and for which the person concerned has not voluntarily made himself available. All forms of slavery or slavery-like practices as well as human trafficking are also prohibited.

No child labor

The business partner rejects child labour and any form of exploitation and ensures compliance with relevant legal provisions. ILO Conventions No. 138 on the Minimum Age of Employment and No. 182 on the Elimination of the Worst Forms of Child Labour must be complied with.

Equal opportunities and prohibition of discrimination

The business partner promotes a working environment that enables equal opportunities and inclusion and does not discriminate against anyone on the basis of ethnic or social origin, gender, religion, ideology or political opinion, disability, age or sexual identity. The same applies to any form of harassment.

Working hours and remuneration

The business partner complies with all nationally applicable laws and binding industry standards regarding working hours, including overtime, breaks and paid vacation.

Legal regulations on the minimum wage in the respective countries are also mandatory. The business partner pays its employees in accordance with the local minimum wage law and applicable collective agreements, as well as in accordance with industry standards.

Occupational health and safety

The applicable occupational health and safety regulations must be observed. A safe and health-promoting working environment ensures the safety and health of employees, protects third parties from hazards and avoids accidents, injuries and work-related illnesses. Employees must be trained appropriately in occupational health and safety topics and at regular, recurring intervals. This includes regular risk assessments and the implementation of appropriate security and precautionary measures, including the provision of appropriate workwear.

2.3 Environmental standards

Protection of the environment and biodiversity

The business partner undertakes to comply with the applicable environmental protection regulations. In accordance with the precautionary principle, damage and burdens on the environment and biodiversity are proactively avoided and the natural basis for food production is protected. Processes, operating facilities and resources comply with the applicable legal requirements and environmental protection.

Water consumption and quality

Our business partners are committed to using water with care. Particularly in water-scarce areas, water abstraction must be minimised and access to drinking water and sanitation facilities must be granted. Within the framework and in the design of applicable legal and official requirements, standards on wastewater quality must be defined and monitored.

Air quality and soil quality

The relevant legal requirements as well as the requirements of the local authorities must be complied with in order to protect the quality of air and soil. In addition, suitable targets and measures for reducing energy consumption and intensity or for increasing energy efficiency, e.g. Define and continuously review Scope 1, Scope 2 and Scope 3 to reduce greenhouse gas emissions.

Materials and disposal

The careful use of resources keeps the impact of business activities on the environment as low as possible. Wherever possible, materials are reused or environmentally friendly substitutes, e.g. sustainable packaging materials. When dealing with waste, our business partners follow the principle of "prevention before recycling before disposal". The relevant legal regulations and official requirements must be complied with at least.

2.4 Business relations

Avoidance of conflicts of interest

Decisions should not be made inadmissibly on the basis of personal interests, but on the basis of factual considerations. As soon as a business partner becomes aware of a potential conflict of interest, he is required to take internal remedial measures and inform Thermokon immediately.

Avoidance of corruption

Compliance with the respective anti-corruption laws is required. In particular, it must be ensured that its employees, subcontractors or representatives do not offer, promise or grant any advantages to employees of Thermokon Sensortechnik GmbH with the aim of obtaining an order or other preferential treatment in business interaction. These principles also apply if our business partners cooperate with other third parties in connection with their activities for Thermokon Sensortechnik GmbH.

In no case will our business partners tolerate payments or other benefits to an individual, company or public official with the aim of influencing the decision-making processes of the beneficiary or a third party, whether or not in violation of applicable laws and regulations. Gifts, such as advertising, donations and sponsorships, are made in compliance with the legally permissible and customary frameworks.

Likewise, our business partners will not offer, grant, demand or accept illegal payments, such as bribes or kickbacks, or any other benefits for the realization of business or in connection with the business relationship.

Money laundering

The Business Partner complies with all applicable anti-money laundering laws and regulations. The reporting obligations

Free competition

Our business partners respect free and fair competition and fully comply with the applicable laws that protect free competition. No anti-competitive agreements or concerted practices are entered into with other companies and no possibly bound dominant position is unlawfully abused.

Conflict minerals

Our business partners are obliged to prevent the direct or indirect financing of armed groups by complying with the applicable legal requirements regarding conflict minerals.

Privacy and security

Our business partners are obliged to guarantee the right to informational self-determination, the protection of personal data and the security of all business information and personal data in all business processes in compliance with legal requirements and the applicable data protection and information security laws (including the EU GDPR).

3. Whistleblower system

Every business partner – its employees or affected parties – is required to report possible suspicious cases and violations of this Code of Conduct. In this way, the consequences of such violations are limited and comparable misconduct is to be avoided in the future. To this end, the business partner should set up its own whistleblowing system or join an industry-wide system.

Reports to Thermokon can be submitted anonymously by e-mail or via the [Thermokon whistleblower system](#). All reports will be treated confidentially and there will be no negative consequences from submission. Thermokon is aware of the sensitivity of the reports submitted. Every tip is checked confidentially and objectively.

4. Compliance with the CoC and consequences of non-compliance

By submitting an offer or accepting an order, the business partner accepts our Code of Conduct and undertakes to fully comply with the requirements listed.

In the event of a suspicion of violations of the Code of Conduct (CoC) guidelines for business partners, Thermokon reserves the right to verify compliance in an appropriate manner. To this end, Thermokon will coordinate the scope, period and location of the review with the business partner. Verification by on-site audits is only carried out by prior arrangement.

A violation of any of the guidelines set out in this Code of Conduct (CoC) is considered an ethics and compliance incident and represents a de facto impairment of the business relationship between Thermokon and the business partner. In this case, the business partner must take appropriate countermeasures to prevent future violations.

Thermokon must be informed of the application and effectiveness of the countermeasures within a reasonable period of time. If the business partner demonstrably fails to initiate suitable improvement measures within a reasonable period of time, or if the violation is so serious that a continuation of the business relationship becomes unreasonable for Thermokon, Thermokon reserves the right to terminate the contractual relationship in question without notice or to withdraw from the affected contract, without prejudice to other rights.

We would be glad to work with you to promote integrity, fairness and the protection of human rights in everyday business.



Jörg Teichmann (Geschäftsleitung)