

## **Code of Conduct of Börsig GmbH Electronic-Distributor**

The Börsig GmbH, its managers and employees have committed themselves to a socially responsible business management.

They are actively taking effect to maintain this status. Especially in the fields of working conditions, social and environmental awareness, competition and transparency, ethical and legal immaculacy by considering, complying and encouraging the following mentioned values and principles in a sustainable manner.

### **1. Compliance with laws**

The applicable laws and regulations of the countries in which the Börsig GmbH operates are observed.

### **2. No corruption and bribery**

The Börsig GmbH does not tolerate any form of corruption and bribery in terms of the UN Convention ("the United Nations Convention against Corruption" of 2003, effective since 2005).

### **3. Fair competition**

The laws on competition and anti-trust are being observed.

In relation to its competitors the Börsig GmbH promotes an ethically and legally fair competition.

### **4. Respect for the fundamental rights of employees**

The Börsig GmbH aligns its actions with ethical values and principles. This facilitates the equality of opportunity and treatment regardless of gender, age, ethnical or national affiliation, social and cultural heritage, possible disabilities, sexual orientation and political or religious beliefs.

The Börsig GmbH is committed to the promotion of human rights. The company complies to the UN Charter of Human Rights (Universal Declaration of Human Rights, UN resolution 217 A (III) of 1948).

The Börsig GmbH respects the privacy and personal rights of each individual.

It ensures the occupational health and safety of its employees and promotes a safe and healthy working environment to prevent accidents and injuries.

The Börsig GmbH protects their employees from physical punishment and against physical, sexual, psychological or verbal harassment or abuse and prevents forced labor.

Börsig ensures the right to freedom of opinion and expression.

The Börsig GmbH guarantees the respect of labor standards in terms of remuneration, in particular with regard to the level of compensation and terms of maximum working hours in accordance with the respective laws and regulations.

## **5. Child labor**

The Börsig GmbH follows the prohibition of child labor e.g. the employment of persons younger than 15 years, unless local laws do not specify a higher age limit and if no exceptions are being applied. (ILO Convention No. 138 of 1973 and ILO Convention No. 182 1999).

## **6. Environmental protection**

The Börsig GmbH fulfills the requirements and standards of the relevant environmental regulations and is acting conscious of our environment at all locations.

Börsig thrives a responsible consumption of natural resources.

The company constantly strives to minimize environmental impacts and for improvement of environmental protection.

## **7. Data protection**

When obtaining or processing individual-related data the Börsig GmbH is complying with all relevant laws and regulations.

## **8. Business partner**

The Börsig GmbH is committed to support and demand the compliance of its suppliers and further value-adding chain as far as possible. Further the fundament of equality in opportunity and treatment is being applied in Börsigs selection and treatment of business partners.

Stefan Börsig  
Chief Executive Officer