



# Code of Conduct for Michael Riedel Transformatorenbau GmbH



Only the online version represents the most current version



## Code of Conduct for Michael Riedel Transformatorenbau GmbH

This Code of Conduct (CoC) defines the principles and requirements of Michael Riedel Transformatorenbau GmbH (following referred to as Riedel) regarding the responsibility for people and the environment. Riedel reserves the right to change the Riedel compliance program as appropriate for this CoC. In this case Riedel expects regarding their employees to accept such reasonable changes.

The Michael Riedel Transformatorenbau GmbH asserts:

1. to comply with the laws of the applicable jurisdictions
2. to not tolerate corruption or bribery in any form and to not participate therein in any way, directly or indirectly and to not offer, concede or promise government officials or commercial counterparts any grant to influence an official action or an unfair advantage.
3. to act in accordance with national and international competition laws and to not engage in price fixing, unfair market or customer splitting, market collusion or collusive tendering.
4. to respect the intellectual property rights of others
5. to avoid all conflicts of interest that may adversely affect business relationships,
6. to promote equal opportunities and equal treatment of employees regardless of their skin colour, race, nationality, social background, any disability, sexual orientation, political or religious beliefs as well as their gender or age
7. to respect the dignity, privacy and personal rights of each individual
8. to not employ or force anyone to work against their will
9. to not tolerate unacceptable treatment of employees, such as mental harshness, sexual and personal harassment or discrimination
10. to not tolerate any behaviour (including gestures, language and physical contact), that is sexual, coercive, threatening, abusive or exploitative
11. to ensure appropriate remuneration and to comply with the national statutory minimum wage regulations
12. to comply with the maximum working hours stipulated by law in the respective state
13. to recognize the liberty for the employees and members of workers council or trade unions to assemble to the extent permitted by law.



14. to not hire workers who are not at least 14 years old
15. to take responsibility for the health and safety of its employees
16. to contain risks and take the best possible precautionary measures against accidents and occupational diseases
17. to provide training and ensure that all employees are knowledgeable about safe-work conditions.
18. to set up and apply an appropriate occupational safety management system
19. to observe environmental protection with regard to legal norms and international standards
20. to minimize environmental pollution and continuously improve environmental protection
21. to set up and apply an appropriate environmental management system
22. to promote adequately compliance with the content of the Code of Conduct at its suppliers
23. to comply with the principles of non-discrimination during supplier selection and while interacting with suppliers
24. to take reasonable measures avoiding use of raw materials in its products that directly or indirectly finance armed groups violating human rights.

Ilshofen, 27.02.2024

Wulf Heuschen

CEO

Information:

This CoC will be distributed to all active employees in March and is therefore deemed to have been delivered. Within the framework of the contractual obligations, the employees will comply with and live the CoC in their area of responsibility and duties.