



## Business Conduct – With Integrity

PR electronics continuously strives to be a business based on responsibility and integrity. These values have been and will continue to be its guiding principles.

The United Nations Global Compact and World Economic Forum's Partnering Against Corruption Initiative (PACI) are fully embraced within the scope of the PR electronics Code of Conduct.

All PR electronics suppliers and Business Partners shall comply with the PR electronics Code of Conduct. At PR electronics, we value strong relationships and consider our suppliers and Business Units among our most important business partners. Our suppliers are not only important to our commercial performance and the quality of our products. They are also key partners in our ambition to be world class within "performance made smarter".

## General Business Principles

### Compliance with the Law

The suppliers and business partners of PR electronics must comply with all applicable laws and regulations of the countries in which they operate.

### Responsibility and Integrity

The suppliers and business partners of PR electronics must respect the personal dignity, privacy and rights of all individuals and should not tolerate personal discrimination.

PR electronics expects all of its suppliers, consultants, agents, sales representatives, distributors and independent contractors to uphold standards similar to PR electronics' Code of Conduct. PR electronics aspires to do business only with third parties who have a reputation for integrity.

## Business Integrity Principles

### Competition

The suppliers and business partners of PR electronics must support free competition and compete fairly and ethically within the frame of applicable competition laws and regulations.

### Money Laundering

The suppliers and business partners of PR electronics must not participate in any form of money laundering and all financial transactions must be documented and transparent.

### Gifts, bribery and corruption

The suppliers and business partners of PR electronics must not tolerate and should work against corruption, extortion or bribery. Corruption is the abuse of entrusted power for personal gain. The supplier and business partners shall not offer (or receive) customers, potential customers, authorities or other business partners any form of compensation or reward that may violate applicable law or good business practice.

### Conflict of interest

PR electronics considers it important to prevent conflicts of interest and it is therefore crucial that the suppliers and business partners of PR electronics avoid conflicts of interest between their private and

professional activities. The suppliers and business partners of PR electronics are obliged to report all potential conflicts of interest and PR electronics will require third parties assisting it commercially to disclose any conflicts of interest to the extent such reporting and disclosure do not conflict with any applicable law or regulation. Consequently, PR electronics may refuse to partner with them.

### **Confidentiality and intellectual property rights**

The suppliers and business partners of PR electronics should protect and safeguard PR electronics' intellectual property rights by keeping documentation and data provided by PR Electronics confidential. It is the duty of the suppliers of PR electronics not to disclose confidential information to any third parties.

## **Labor Standards and Human Rights Principles**

### **Labor Standards**

The suppliers and business partners of PR electronics should support the upholding of the freedom of association and the recognition of the right to collective bargaining.

The suppliers and business partners of PR electronics must not tolerate any form of child labor and support the effective abolition hereof.

The suppliers and business partners of PR electronics must support the elimination of all forms of forced and compulsory labor and the elimination of discrimination in respect of employment and occupation. The suppliers and business partners of PR electronics must treat all employees with dignity and respect. The suppliers and business partners of PR electronics must not engage in or condone the use of corporal punishment or other abuse by staff.

The suppliers and business partners of PR electronics must as a minimum operate in accordance with the minimum wage level and working time regulations of the individual country where they are present. Furthermore, the suppliers and business partners of PR electronic should provide all employees with a written, understandable and legally binding contract.

### **Human Rights and Religion**

The suppliers and business partners of PR electronics must support and respect the protection of internationally proclaimed human rights and makes sure that they are not complicit in human rights abuses.

The suppliers and business partners of PR electronics should respect the culture and religion of the countries where they operate and the people who live there.

The suppliers and business partners of PR electronics must not tolerate any kind of harassment and should take action accordingly if it occurs. The suppliers and business partners of PR electronics should not participate in or support discrimination based on race, color, sex, religion, political opinion, national or social origin, birth, union affiliation, sexual orientation, disability, age or other distinguishing characteristics.

## Environment, Health and Safety Principles

### Environment

The suppliers and business partners of PR electronics must undertake initiatives to promote greater environmental responsibility and strive to minimize the negative environmental impact of its activities, products and services through a proactive and precautionary approach and responsible management of environmental aspects.

The suppliers and business partners of PR electronics should avoid material and methods that may cause an environmental risk when better alternatives exist and should encourage the development and diffusion of environmentally friendly technologies. The suppliers of PR electronics' must ensure that their products are in compliance with REACH, RoHS 2, Conflicting Minerals and IMO MEPC where relevant.

### Workplace, Health and Safety

PR electronics regards good health and safety as a basic human right. One of our core values are Wellbeing.

The suppliers and business partners of PR electronics must ensure that their employees are offered a safe and healthy physical and psychosocial working environment to prevent and minimize any risk of accidents. The suppliers and business partners of PR electronics must provide their employees with protective equipment and the training necessary to perform their duties in a safe manner. The suppliers and business partners of PR electronics must not tolerate that any work is carried out under the influence of alcohol or drugs.

---

### To whom does the Code of Conduct apply?

*The Code of Conduct applies to anyone acting for or on behalf of PR electronics, such as suppliers, consultants and other business partners.*

### Violation of the Code of Conduct

Violation of the Code of Conduct will be considered a significant breach of contract, which may result in the termination of the contract and exclusion as a qualified supplier, consultant or Business partners to PR electronics.

We accept the PR electronics Code of conduct for partners and suppliers

Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Company: \_\_\_\_\_  
Date: \_\_\_\_\_  
Signature: \_\_\_\_\_