

## **Corporate Compliance and Ethics Certification (CCEP) for Siebel Elektronik GmbH and their suppliers**

Siebel Elektronik GmbH follows its social responsibility by adopting a Code of Professional Ethics and appreciates compliance with high ethical standards at work. In particular, the company undertakes to respect all valid laws and regulations within its professional activities with regard to Human Rights and Environmental Protection.

This CCEP describes the minimum requirements which we also expect from our business partners. We and our suppliers will acknowledge and accept the compliance with all following principles of corporate governance.

### **1. Human Rights**

- Adherence to the UN Declaration of Human Rights, with special respect of human dignity, sphere of personal privacy and individual rights
- Zero tolerance against forced labor, discrimination and verbal or physical harassment at work

### **2. Fair working conditions and social standards**

- Zero tolerance against bonded child labor
- Adherence to valid laws and regulations regarding working hours and overtime
- Fair and market-based wages which do not drop below the legally fixed minimum
- Adherence to the right of free assembly at work

### **3. Health care and safety at work**

- Adherence to all valid laws and regulations with regard to health care and safety at work
- Information of the total staff about potential risks and protective measures

#### **4. Conflict minerals**

- Zero tolerance against usage of minerals which are illegally exploited or mined in conflict regions where violations of Human Rights occur
- Suppliers undertake to identify the origin of minerals in order to exclude conflict minerals

#### **5. Environmental protection**

- Adherence to internationally approved environmental protection laws and standards
- Efficient use of energy
- Responsible and sustainable use of natural resources

#### **6. Integrity and business ethics**

- Ethically correct behavior at work
- Zero tolerance of corruption, bribe or extortion
- Adherence to all valid laws of anti-trust and competition
- Confidentiality towards business data

We expect from our suppliers to respect the principles of this Corporate Compliance and Ethics Certification (CCEP) and to pass it on to their own staff and to the members of their supply chain. At the same time we ensure this to our customers.

Siebel Elektronik GmbH thanks you very much for your support!



Kreuztal, 2016-04-20, Dr. Henrik Siebel