

**RECHNER
SENSORS**

RECHNER Industrie-Elektronik GmbH
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Self-declaration pursuant to ISO 26000



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Context of the organisation in relation to the ISO 26000 standard

OUR ASPIRATIONS AND PLANS

We are a company that operates internationally. We develop, produce and distribute a broad range of maintenance-free electronic sensors and level measurement systems for industrial automation.

We hold a leading market position worldwide for capacitive sensors, which we intend to maintain and expand in future. We have maintained a certified management system for this purpose since 1997. The quality and reliability of our products, as well as our prudent market development are both essential prerequisites for our long-term and successful collaboration with all interested parties and the basis of our business success.

Constantly increasing the satisfaction of all interested parties is the top priority of RECHNER's company policy.

We undertake to comply with the ZVEI (Central Association of the Electrical and Electronics Industry) Code of Conduct and invite all our company's interested parties to join us in achieving this objective. It requires conscious planning, commitment and active collaboration in the area of management, especially by the company's management and executive management.

Management has the task of planning, executing, documenting, monitoring and evaluating in accordance with the appropriate principles in such a way that applicable standards as well as legal and contractual agreements and terms are taken into account.

Code of Conduct



*Increasing the satisfaction
of all interested parties!*

THIS SELF-DECLARATION FOR ISO 26000 IS AN EXTENSION OF OUR DAILY ACTIVITIES

This self-declaration is intended to demonstrate that we constantly implement the principles and guidelines of the ISO 26000 standard.

We base our business relationships on honesty, trust and clear agreements. We treat all people equally. We support and encourage our employees. We optimise and adapt our work processes. We provide the necessary resources.

Social action as well as social responsibility towards people, animals and the environment are goals that have long been ingrained in our company's daily activities.

Constant attention in all areas and at all times is required to ensure that these codes continue to be adhered to and improved. And we constantly put great effort into this. Consequently, we have created tools and risk analyses for specific processes and stakeholders. We review their implementation, documentation, monitoring, evaluation and improvement at regular intervals.

*Constant attention for
improvement!*



STAKEHOLDERS

The ISO 26000 standard focuses on our knowledge of stakeholders that are relevant to the company. Due to our ISO 9001:2015 certification, we have already analysed and identified our stakeholders. We monitor and review them annually based on our interactions and relationships with them. If necessary, we plan and implement changes and/or improvements to the relationships.

Our stakeholders include members of the following stakeholder groups:

Stakeholder-Gruppen:

- Shareholders
- Employees
- The economy
- Customers
- Non-governmental organisations (NGOs)
- The public sector
- Service, support, research and others (SSRO)

QUESTIONS CONCERNING INVOLVEMENT OF THE STAKEHOLDERS

Question	Answer
To whom do we have legal obligations?	Authorities, corporations, municipalities (for example, the tax office, city, country, etc.) and such; employees, customers, suppliers and such.
Who could be affected by our decisions?	Management, shareholders, employees, customers, citizens, etc.
Who is likely to raise concerns about decisions and activities?	Probably none of the groups.
Who was involved when similar issues were addressed in the past?	Management, shareholders and employees.
Who can help identify specific effects?	Employees, external consultants, suppliers and customers.
Who influences the organisation's ability to fulfil its responsibilities?	We, the market, customers and prospective legal requirements.
Who would be put at a disadvantage by not being involved?	Employees, customers and the municipality.
Who in the value chain is affected?	Suppliers, service providers, employees, customers and our company.

PRINCIPLES OF SOCIAL RESPONSIBILITY

The principles of social responsibility are:

- **Accountability**
- **Transparency**
- **Ethical behaviour**
- **Respect for stakeholder interests**
- **Respect for the rule of law**
- **Respect for international norms of behaviour**
- **Respect for human rights**

ACCOUNTABILITY

Our company is aware of its obligations and the law, and, if necessary, can and will comply with the relevant stakeholders' accountability requirements.

We make use of various tools, such as:

- publishing our balance sheets to the authorities;
- preparing annual balance sheets and quarterly valuations in accordance with the provisions of the Limited Liability Companies Act (GmbHG);
- publishing documentation and organisation charts on our website;
- etc.

TRANSPARENCY

Our company is transparent about its social responsibility. We communicate openly with all our stakeholders about the relevant areas and also publish all kinds of information on our website for all to see.

This includes:

- organisational charts and our corporate structure;
- our management manual;
- REACH information;
- environmental information;
- our code of conduct; and
- much more.

Transparency

www.rechner-sensors.com

ETHICAL BEHAVIOUR

Our organisation promotes the values of integrity, honesty and justice. Human, animal and environmental welfare are important to us. In this regard, we have defined our core values and principles and communicated them to our stakeholders.



Our core values and principles are:

- integrity;
- honesty;
- justice;
- equality; and
- non-discrimination towards all parties.

We have reaffirmed this with our voluntary commitment to the ZVEI Code of Conduct.

RESPECT FOR STAKEHOLDER INTERESTS

We know who our stakeholders are and, since we hold ISO 9001 certification, must also review them at least annually. The review also considers social responsibility.

We are well aware of what this entails and where we can or must intervene.

RESPECT FOR THE RULE OF LAW

Our country is a constitutional state where the applicable laws and rights are adhered to.

Our company complies with all relevant laws and regulations.

We adhere to and fulfil the guidelines and regulations relating to social responsibility.

RESPECT FOR INTERNATIONAL NORMS OF BEHAVIOUR

In collaborating with international stakeholders, we are mindful of our declared values and guidelines. We are attentive to our international stakeholders' norms of behaviour and encourage them to achieve these goals.

We inform our suppliers about these standards and ensure the goods we receive meet our standards. We make use of various instruments, such as:

- the REACH regulation
- environmental provisions
- the RoHS directive
- information on conflict resources
- other guidelines or standards
- the provisions of the sanctions list for the various business processes

In the event of non-compliance with international norms of behaviour, we assess the extent to which we can exert influence or whether we should withdraw in order to not be directly or indirectly complicit.

RESPECT FOR HUMAN RIGHTS

Human dignity is sacrosanct. This is our guideline, which shareholders, management and all employees are required to adhere to.

We have also reaffirmed this with our voluntary commitment to the ZVEI Code of Conduct. Everyone is expected to observe and adhere to it.



*Human dignity
is sacrosanct!*

Social responsibility applies to everyone.

EXPLANATION CORPORATE SOCIAL RESPONSIBILITY (CSR)

A company's corporate social responsibility (CSR) is based on the principle of sustainability and involves the economy, ecology and social affairs. With their involvement in a large number of issues, companies make a key contribution towards a sustainable society within the context of their business activities.

A company's social responsibility and the areas in which it is involved depend on the specific characteristics of the company, the industry and the markets in which it operates. Issues at various geographical levels (local, national, European and global) and differences between developing and industrialised countries, large companies, SMEs and micro-enterprises, and the various sectors result in companies setting different priorities for their social responsibility.

The number of issues is proof of the open and broad nature of CSR and makes it clear that there can be no single approach to CSR. Companies need flexibility and room for manoeuvre to assume their share of responsibility for sustainable development and contribute to the careful use of resources for social and economic development. Companies must be able to establish the areas in which they are involved themselves.

Source: CSR Germany (only in German)

ADDRESSING CSR

CSR = Corporate social responsibility

Many aspects of CSR are important values that have long been ingrained in our company's daily activities, from management to each and every employee.

We make it our duty to examine each of the seven core subjects as well as the 37 issues of the ISO 26000 standard and integrate them into our quality management system. Many areas are governed by law, certification, standards and guidelines, as well as internal documentation.

We have tasked ourselves with preparing a self-declaration for ISO 26000 and integrating the corresponding activities into our quality management..

THE SEVEN CORE SUBJECTS



7 CORE SUBJECTS AND 37 ISSUES

Core subject: Organisational governance (6.2)	
Core subject: Human rights (6.3)	
Issue 1:	Due diligence
Issue 2:	Human rights risk situations
Issue 3:	Avoidance of complicity
Issue 4:	Resolving grievances
Issue 5:	Discrimination and vulnerable groups
Issue 6:	Civil and political rights
Issue 7:	Economic, social and cultural rights
Issue 8:	Fundamental principles and rights at work
Core subject: Labour practices (6.4)	
Issue 1:	Employment and employment relationships
Issue 2:	Conditions of work and social protection
Issue 3:	Social dialogue
Issue 4:	Health and safety at work
Issue 5:	Human development and training in the workplace
Core subject: The environment (6.5)	
Issue 1:	Prevention of pollution
Issue 2:	Sustainable resource use
Issue 3:	Climate change mitigation and adaptation
Issue 4:	Protection of the environment, biodiversity and restoration of natural habitats
Core subject: Fair operating practices (6.6)	
Issue 1:	Anti-corruption
Issue 2:	Responsible political involvement
Issue 3:	Fair competition
Issue 4:	Promoting social responsibility in the value chain
Issue 5:	Respect for property rights
Core subject: Consumer issues (6.7)	
Issue 1:	Fair marketing, factual and unbiased information and fair contractual practices
Issue 2:	Protecting consumers' health and safety
Issue 3:	Sustainable consumption
Issue 4:	Consumer service, support, and complaint and dispute resolution
Issue 5:	Consumer data protection and privacy
Issue 6:	Access to essential services
Issue 7:	Education and awareness
Core subject: Community involvement and development (6.8)	
Issue 1:	Community involvement
Issue 2:	Education and culture
Issue 3:	Employment creation and skills development
Issue 4:	Technology development and access
Issue 5:	Wealth and income creation
Issue 6:	Health
Issue 7:	Social investment

CORE TOPIC: ORGANISATIONAL MANAGEMENT (6.2)

MATTERS CONCERNING SELF-ASSESSMENT OF THE CORE SUBJECT: ORGANISATIONAL GOVERNANCE

Our company's accountability is governed by the legal form of our company and, consequently, its legal obligations on the one hand, and our self-imposed obligations on the other hand. Our values are ingrained in our daily activities and governed by laws, contracts and our own procedures.

We are a member of the ZVEI and have committed ourselves to its Code of Conduct.

Our company has been certified to ISO 9001 standard since 1997 and is thus committed to continuous improvement processes. This is not merely an obligation for us: it is desired, promoted and ingrained in our daily activities.

To this end, we have various incentives for employee involvement:

- our improvement system, for example, which can be used by all employees in any area
- resources are planned and deployed in the right place
- equal opportunities
- goals are determined after a full evaluation, then implemented and regularly re-evaluated
- the company's future goals and development are determined and pursued in line with its CSR.

Legal basis:

Basic Law for the Federal Republic of Germany (GG)
 Labour Court Act (ArbGG)
 Works Constitution Act (BetrVG)
 General Act on Equal Treatment (AGG)

Additional elements:

ISO 9001
 ZVEI Code of Conduct

Legal basis:

Basic Law for the Federal Republic
of Germany (GG)
German Civil Code (BGB)

Code-of-Conduct

CORE SUBJECT: HUMAN RIGHTS (6.3)

OVERVIEW OF THE ISSUES RELATED TO HUMAN RIGHTS

1. Due diligence
2. Human rights risk situations
3. Avoidance of complicity
4. Resolving grievances
5. Discrimination and vulnerable groups
6. Civil and political rights
7. Economic, social and cultural rights
8. Fundamental principles and rights at work

MATTERS CONCERNING SELF-ASSES- MENT OF ISSUE 1:

DUE DILIGENCE

Our company is located in a country governed by the rule of law. This means that we are subject to strict human rights laws. This does not mean that our company does not additionally concern itself with this issue. Indeed, we consider it one of the most important values we pursue. Our employees and their families' welfare is close to our hearts. As a company, we have committed ourselves to the ZVEI Code of Conduct.

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 2:

HUMAN RIGHTS RISK SITUATIONS

Our company is located in a country where one currently does not have to be concerned that the rule of law is not upheld. Human rights in particular are respected. We could not envisage any other way.

The raw materials and components we need to manufacture our products are also important. What are they made of? Could conflict resources have possibly been used?

We have asked our suppliers. Investigation has shown that there could only be trace amounts of such minerals, if at all, and, furthermore, their presence and origin would be extremely difficult to trace.

We expect our suppliers to comply with and uphold human rights, even where German law does not apply.

Legal basis:

Basic Law for the Federal Republic of Germany (GG)
German Civil Code (BGB)
Labour Constitution Act (ArbVG)
General Act on Equal Treatment (AGG)
German Occupational Safety and Health Act (ArbSchG)

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 3:

AVOIDANCE OF COMPLICITY

Our regular supplier reviews also include ethics, conflict resources and a review of sanctions lists. Our suppliers are aware of the high standards we expect of them in compliance with these values. Of course, this also includes the ethical origin and production of the goods.

The same applies to all other business areas, including customers and service providers.

Thus, we can rule out any complicity in human rights abuse.

Legal basis:
Basic Law for the Federal Republic of Germany (GG)
Labour Court Act (ArbGG)
Works Constitution Act (BetrVG)
General Act on Equal Treatment (AGG)

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 4:

RESOLVING GRIEVANCES

In order to resolve existing grievances or prevent them from arising in the first place, everyone in our company has recourse to national law.

In the case of grievances that do not require such recourse due to the fact that they are not relevant to national jurisdiction, we have implemented measures that are governed by the company.

Hence, the works council, an extended level of jurisdiction for employees, protects the interests of the respective employee or group of employees, unless management has already eliminated the grievance or prevented it from arising in the first place. Our employees have the right and duty to air their grievances at all times. The employees are aware of the various ways they can do this.

Legal basis:
Basic Law for the Federal Republic of Germany (GG)
General Act on Equal Treatment (AGG)
German Social Code (SGB)
German Corporate Governance Code (DCGK)

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 5:

DISCRIMINATION AND VULNERABLE GROUPS

Human dignity is sacrosanct. The right accorded to every individual through the Basic Law for the Federal Republic of Germany (GG) also applies to the issue of discrimination against vulnerable persons or groups and is ingrained in our daily activities.

This right, and consequently the duty of each employee, is one of our company's most important goals.

HUMAN RIGHTS (6.3)



MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 6:

CIVIL AND POLITICAL RIGHTS

Civil and political rights are very well-developed and ingrained in our daily activities due to the rule of law and the prevalent culture in our country. They too are governed and implemented by law as well as the resulting obligations of authorities and the company, as are the rights to freedom of expression and freedom of assembly, the right to strike, and so forth.

Violations will be prosecuted accordingly.

Legal basis:
Basic Law for the Federal Republic of Germany (GG)
Education Act (SchulG)
German Social Code (SGB)
Employee Training Act (AWbG)

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 7:

ECONOMIC, SOCIAL AND CULTURAL RIGHTS

We are obligated by law to implement economic and social rights. Further to this, we would like to protect local society.

Here, our duty is to ensure that our actions do not pose a threat to people, animals and the environment, for example, by properly disposing of or recycling waste.

We also support the municipality in many ways: by paying taxes, supporting local schools, colleges and universities in joint projects, and offering internships for locals and apprenticeships.

We support non-profit organisations and NGOs.

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 8:

FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

Equal treatment at work.

Equal pay for the same work through pay grades.

*No child labour.
Protection of minors.*

*Maternity leave.
And much more.*

The company respects every employee's rights at work. Not only those accorded to them by law, but also those that are fundamental rights in our country, such as the number of leave days. In addition, the employees and works council are given the opportunity to inform themselves and train further.

The necessary resources are provided for this purpose and used fairly to exclude discrimination within the company. Here too, we refer to our signing of the ZVEI Code of Conduct, which also addresses this issue.

- Work and Workplace Ordinance (ArbStättV)
- Occupational health and safety guidelines
- Supervision and collaboration with trade associations



CORE SUBJECT: LABOUR PRACTICES (6.4)

OVERVIEW OF THE ISSUES RELATED TO LABOUR PRACTICES

1. **Employment and employment relationships**
2. **Conditions of work and social protection**
3. **Social dialogue**
4. **Health and safety at work**
5. **Human development and training in the workplace**

Legal basis:

German Civil Code (BGB)
 Federal Data Protection Act (BDSG)
 Works Constitution Act (BetrVG)
 Act on Part-Time Work and Fixed-Term Employment (TzBfG)
 German Social Code (SGB)
 Act to Combat Undeclared Work and Unlawful Employment (SchwarzArbG)
 General Act on Equal Treatment (AGG)
 Employment Protection Act (KSchG)
 Home Working Act (HAG)
 Federal Leave Act (BurlG)
 Continued Remuneration Act (EntgFG)
 Maternity Protection Act (MuschG)
 Labour Court Act (ArbGG)
 Employee Training Act (AWbG)
 Vocational Training Act (BBiG)

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 1:

EMPLOYMENT AND EMPLOYMENT RELATIONSHIPS

Our employees are very important.

We adhere to all the legal regulations for our employees' activities. These are specified in their respective contracts together with all relevant points and signed by both parties. All employees also have a job description, which is discussed with them beforehand. This makes them aware of and enables them to fulfil their duties within the company.

We promote equal treatment. There are no arbitrary or discriminatory practices. Employees are informed of and involved in change as early as possible. In the event that an employee can no longer fulfil their duties, we strive to find an adequate solution. Human resources are anticipated, planned and implemented.

Employees' privacy is safeguarded and protected. Their data is protected against access by unauthorised third parties.

We ensure that suppliers and service providers are able to perform their duties efficiently and with responsibility towards people and the environment.

Legal basis:

Basic Law for the Federal Republic of Germany (GG)
German Civil Code (BGB)
Act on Posting of Workers (AEntG)
Collective Agreements Act (TVG)
Working Time Act (ArbZG)
Federal Parental Benefits and Leave Act (BEEG)
Act on Part-Time Work and Fixed-Term Employment (TzBfG)
Maternity Protection Act (MuSchG)

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 2:

CONDITIONS OF WORK AND SOCIAL PROTECTION

The conditions of work in our company are governed by national laws and regulations. Furthermore, additional regulations have been drawn up for the benefit of our employees. These affect all areas including remuneration, working hours, periods of rest, leave, disciplinary and dismissal practices, maternity leave, parental leave, accidents at work, illness, age, unemployment, disability and financial distress.

These are provided to all employees and are linked to their respective area of activity. This means that regulations are consistently based on employees' activities and are never grounds for human rights violations.

Management is always ready to listen to employees, for example, if they need more private time or space in the short or long term, which has to be conceded by the company.

Our company motto is: One company, one team, one future.

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 3:

SOCIAL DIALOGUE

In our company, we have an established works council that engages in social dialogue between management and employees.

Management makes the appropriate resources available to the works council, which employees elect every five years. Each employee also has the opportunity to engage in direct social dialogue with their direct superior and management. Any employee concerns are always treated discreetly and respectfully. Each employee also has the opportunity to use our corrective procedure to anonymously initiate and either implement improvements or have improvements implemented.

"One company, one team, one future"

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 4:

HEALTH AND SAFETY AT WORK

Both the health and safety of our employees are very important to us. We provide regular occupational healthcare. Our workplaces are well equipped in order to minimise stress and protect and maintain employee health.

Such equipment includes fume extraction systems to remove toxic fumes, protective clothing for the employees where necessary, height-adjustable desks to reduce back strain and much more.

With regard to safety, we have a safety officer who briefs and trains all new and, if required, existing employees in matters relevant to safety.

The safety briefing is a fixed component of our induction programme.

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 5:

HUMAN DEVELOPMENT AND TRAINING IN THE WORKPLACE

Our company strives to find the most suitable position for each employee. They are then trained in this area and encouraged to develop further.

Our training database is a reliable tool for this purpose. Any employee can apply for training at any time. Various areas of operation and duties can also be integrated as required.



CORE SUBJECT: THE ENVIRONMENT (6.5)

OVERVIEW OF THE ISSUES RELATED TO THE ENVIRONMENT

1. Prevention of pollution
2. Sustainable resource use
3. Climate change mitigation and adaptation
4. Protection of the environment, biodiversity and restoration of natural habitats

Legal basis:

Federal Emission Control Act (BImSchG)
Federal Emission Control Ordinance (BImSchV)
Environmental Information Act (UIG)
Circular Economy Act (KrWG)
Chemicals Act (ChemG)
Prohibition of Chemicals Ordinance (ChemVerbotsV)
Drinking Water Ordinance (AVBWasserV)

Appreciating nature and actively protecting the environment

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 1:

PREVENTION OF POLLUTION

Our company is familiar with the subject of pollution prevention.

We avoid using difficult substances that could pollute the environment. For example, we have switched to lead-free solder to reduce our impact on the environment.

We store, process and dispose of all other substances that could pollute the environment in an appropriate and environmentally friendly manner.

Thus, we ensure that no harmful substances pollute our environment and the earth.



MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 2:

SUSTAINABLE RESOURCE USE

The issue of sustainable energy is very important to our company.

We have installed a solar plant on the roofs of our buildings to use this renewable energy source to generate large amounts of the electricity we need ourselves.

This was a major step towards the use of sustainable resources and the implementation of our environmental goals.

Furthermore, we have committed ourselves to using consumable materials responsibly and frugally without compromising the quality of our work and products.

Legal basis:

Circular Economy Act (KrWG)
Energy Saving Ordinance (EnEV)
Water Resources Act (WHG)

More frugal and responsible resource use.

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 3:

CLIMATE CHANGE MITIGATION AND ADAPTATION

We require many different resources to manufacture our products. Even acquiring resources consistently consumes energy. We have set ourselves the goal of minimising any resources and substances that contribute to climate change. However, the efficiency of the resources used must match the result.

We constantly keep an eye on reducing consumable resources and are open to improvement.

We achieve annual CO₂ savings due to our solar plant.

Legal basis:
Greenhouse Gas Emissions Trading Act (TEHG)
Renewable Energies Heat Act (EEWärmeG)

Minimising climate-damaging emissions; identifying the potential for and driving improvement.

Legal basis:

Water Resources Act (WHG)
Environmental Impact Assessment Act (UVPG)
Act on Nature Conservation and Landscape Management (BNatSchG)
Environmental Damage Act (USchadG)

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 4:

PROTECTION OF THE ENVIRONMENT, BIODIVERSITY AND RESTORATION OF NATURAL HABITATS

Our company is situated in an industrial area, not far from local recreational and agricultural areas.

Apart from lawns and bushes, the green areas on our premises include fruit plants and trees, which ensure the survival of indigenous insects and birds.

Employees are encouraged to harvest and use the fruit. As a result, parts of our land directly support natural habitats.



CORE SUBJECT: FAIR OPERATING PRACTICES (6.6)

OVERVIEW OF THE ISSUES RELATED TO FAIR OPERATING PRACTICES

Legal basis:
German Criminal Code (StGB)
Act on Combating International Bribery (IntBestG)
Basic Law for the Federal Republic of Germany (GG)
German Civil Code (BGB)

- 1. Anti-corruption**
- 2. Responsible political involvement**
- 3. Fair competition**
- 4. Promoting social responsibility in the value chain**
- 5. Respect for property rights**

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 1:

ANTI-CORRUPTION

Our company opposes corruption and bribery. If cases of corruption were to come to light, we would take appropriate action. We have already reaffirmed this with the ZVEI Code of Conduct.

All employees are made aware of and appropriately trained for this, in accordance with the ZVEI Code of Conduct.

Legal basis:

Basic Law for the Federal Republic of Germany (GG)
Political Parties Act (PartG)

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 2:

RESPONSIBLE POLITICAL INVOLVEMENT

Our company has no political affiliation. We have also reaffirmed this with the ZVEI Code of Conduct.

Legal basis:

Act Against Restraints of Competition (GWB)
Act Against Unfair Competition (UWG)

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 3:

FAIR COMPETITION

Our company pursues clean and approved business practices and fair competition, and has done so for a long time. We distinguish ourselves from the competition with our professional conduct and quality work.

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 4:

PROMOTING SOCIAL RESPONSIBILITY IN THE VALUE CHAIN

We are well aware of our social responsibility in the value chain, which is also ingrained in our company's activities. We put every effort into informing our suppliers and customers about it and promoting it.

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 5:

RESPECT FOR PROPERTY RIGHTS

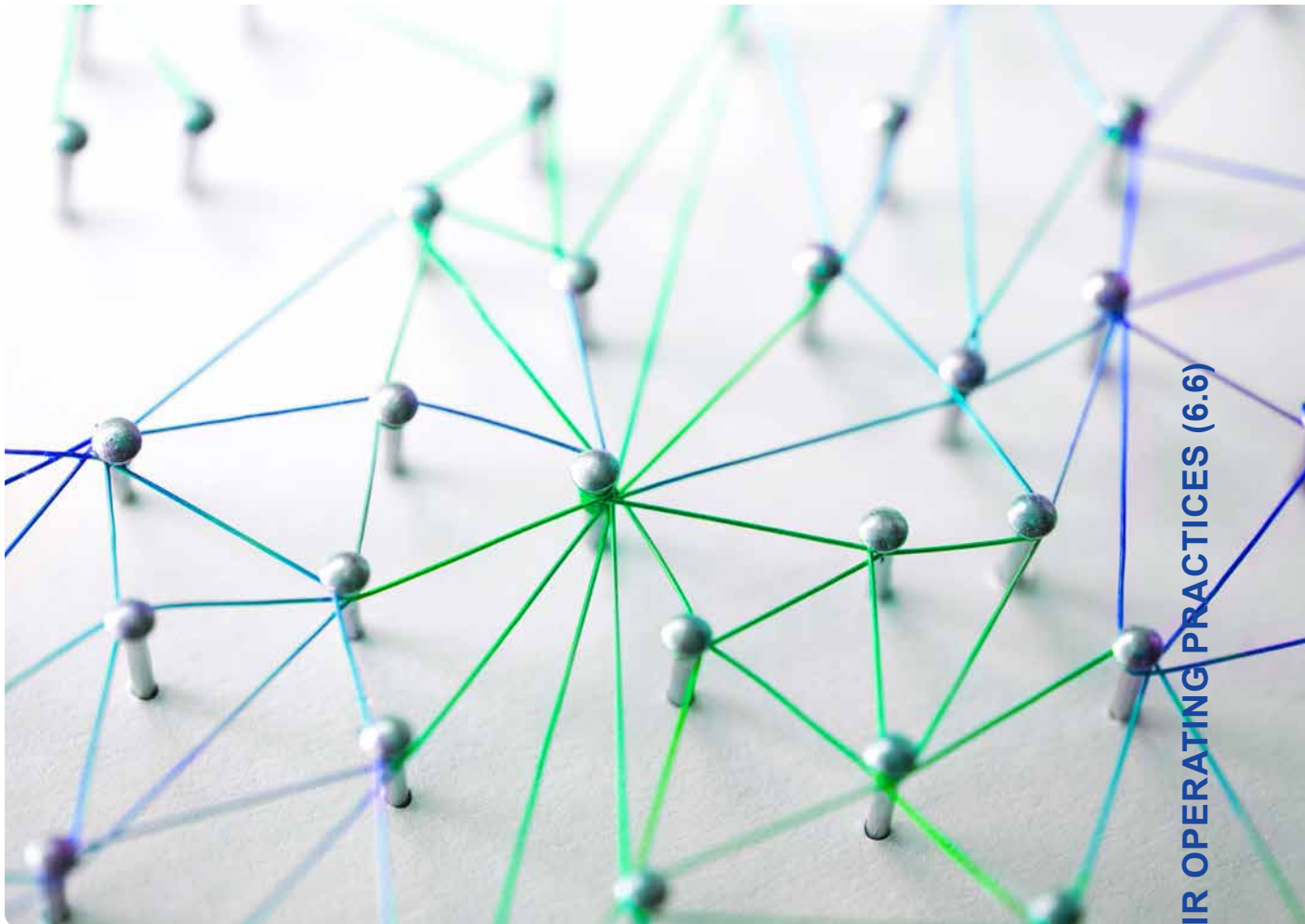
We respect both physical and intellectual property. This is ingrained in our daily activities and governed by general legislation and internal directives.

We file patent applications and respect others' intellectual property.

There are ways in which to make intellectual property available to the general public. A case in point is the suggestion system, where any employee can be rewarded for their relevant knowledge.

Legal basis:

Basic Law for the Federal Republic of Germany (GG)
German Civil Code (BGB)
Act on Copyright and Related Rights (UrHG)
Patent Act (PatG)
Act on the Protection of Trade Marks and Other Signs (MarkenG)
Employee Inventions Act (ArbnErfG)



FAIR OPERATING PRACTICES (6.6)

CORE SUBJECT: CONSUMER ISSUES (6.7)

OVERVIEW OF THE ISSUES RELATED TO CONSUMER ISSUES

1. Fair marketing, factual and unbiased information and fair contractual practices
2. Protecting consumers' health and safety
3. Sustainable consumption
4. Consumer service, support, and complaint and dispute resolution
5. Consumer data protection and privacy
6. Access to essential services
7. Education and awareness

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 1:

FAIR MARKETING, FACTUAL AND UNBIASED INFORMATION AND FAIR CONTRACTUAL PRACTICES

Information, documents and contracts issued to our customers are always checked for correctness. Documents such as data sheets and user manuals are produced and checked with the utmost care before being published. Documents relevant to the ordering process and related to the purchase contract, such as order confirmations or invoices, are generated through our ERP system and contain all the legally required information.

We encourage suppliers and customers to check all documents. Thus, misleading information is avoided.

Legal basis:

German Civil Code (BGB)
Act Against Unfair Competition (UWG)
Product Liability Act (ProdHaftG)
Product Safety Act (ProdSG)
Federal Data Protection Act (BDSG)

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 2:

PROTECTING CONSUMERS' HEALTH AND SAFETY

In the customer documentation, we include information on how to handle products to avoid harm when using them.

Our devices are designed in such a way that they will not be harmful if used as intended.



MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 3:

SUSTAINABLE CONSUMPTION

Our products are of high quality and, consequently, have a longer lifespan. We consider the issue of sustainability from the outset, at the development stage.

Since our company operates in the electronics industry, our products must be disposed of properly, as indicated in our user manuals. Such information is included with every product and may also be downloaded from the 'User manual' section on our website.

High quality.

A lifespan that is much longer than the legal warranty period.

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 4:

CONSUMER SERVICE, SUPPORT, AND COMPLAINT AND DISPUTE RESOLUTION

Our company guarantees our products for a period of one year from the delivery date. All our products are subjected to a functional check before being shipped. This is why we have practically no complaints.

We review all complaints to identify avoidable errors and immediately include them in our product documentation. We consider customer satisfaction to be one of our most important core values.

Should there be a complaint, we generally contact the customer to find a solution and eliminate any cause for further complaint.

We have a documented procedure for returns and complaint management.



MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 5:

CONSUMER DATA PROTECTION AND PRIVACY

Our company is responsible for consumer data protection and privacy. We manage customer data in our ERP system, which can only be accessed by authorised employees.

Our employees are trained in data protection and bound to maintain confidentiality. Data is not disclosed to third parties.

The same applies to the use of external knowledge that has been disclosed to our company for the development or production of customised products.

Should there be confidentiality agreements with customers, only the parties required for the project are involved. In this case too, data is protected and the terms of confidentiality for all involved employees are clearly defined.

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 6:

ACCESS TO ESSENTIAL SERVICES

Our company is not involved in essential services.

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 7:

EDUCATION AND AWARENESS

Customers receive all relevant information or a link to the information on our website with our products.

Such information includes the respective product's details, its intended use and its proper disposal.

CORE SUBJECT: COMMUNITY INVOLVEMENT AND DEVELOPMENT (6.8)

OVERVIEW OF THE ISSUES RELATED TO COMMUNITY INVOLVEMENT AND DEVELOPMENT

1. Community involvement
2. Education and culture
3. Employment creation and skills development
4. Technology development and access
5. Wealth and income creation
6. Health
7. Social investment

Legal basis:

Works Constitution Act (BetrVG)
 Employee Training Act (AWbG)
 Vocational Training Act (BBiG)
 German Social Code (SGB)
 Labour Leasing Act (AÜG)
 Federal Law on the Joint Scheme for Improving Regional Economic Structures (GRWG)

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 1:

COMMUNITY INVOLVEMENT

Our company considers itself part of the community. We benefit from each other: the company's employees come from the community, while the company is situated in the municipality's industrial area. The infrastructure is part of the community.

The community also benefits from projects that we implement with local schools, etc.





MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 2:

EDUCATION AND CULTURE

Our company attaches great importance to education and culture in our community. We offer apprenticeships and support the community through internships.

Local, cultural practices also find their way into our company and are deliberately promoted.

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 3:

EMPLOYMENT CREATION AND SKILLS DEVELOPMENT

At our company, we greatly value our employees: we identify and evaluate the need for human resources and create new jobs just when they are needed. Management promotes training, workshops and further education.

Ensuring that our employees are fully qualified is important for the company and contributes to our success.

Our company is economically important for the local community.

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 4:

TECHNOLOGY DEVELOPMENT AND ACCESS

Our technologies and products are industry-specific. In order to implement projects with or for us, we make it possible to learn and understand our technology through various projects, schools, colleges and universities.

Disclosure is through technical articles and documents open to public inspection, such as utility model and patent specifications.

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 5:

WEALTH AND INCOME CREATION

The majority of our employees come from the community in the immediate vicinity. Our company was established more than 50 years ago and has been at this location since 1972.

We have low employee turnover—a record that speaks for itself—enabling us to create wealth and income in the immediate vicinity.

We constantly strive to foster relationships with suppliers and service providers located in the immediate surroundings. This has resulted in many long-term, successful business relationships for all parties.

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 6:

HEALTH

Health is a highest good that we strive for in all areas. Humankind and the environment come first and foremost. This is very important to us and we act accordingly. Much is done to ensure that our employees stay healthy, including gym memberships, massages, a company doctor and workshops on health issues. Of course, we also comply with all relevant environmental provisions.

MATTERS CONCERNING SELF-ASSESSMENT OF ISSUE 7:

SOCIAL INVESTMENT

Any investments we make here also consistently benefit the community. We support schools, employ residents and boost the economy.

Many of our business relationships are with companies based here.



List of abbreviations

CoC = Code of Conduct

CSR = Corporate social responsibility

SME = Small and medium-sized enterprise

FA = Tax office

MA = Employee(s)

NGO = Non-governmental organisation

REACH = Registration, evaluation, authorisation and restriction of chemicals

RoHS = Restriction of hazardous substances

ZVEI = German Electrical and Electronic Manufacturers' Association

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