



DAS HERZ DER FRISCHE

BITZER ELECTRONICS A/S

# SUPPLIER CODE OF CONDUCT

2019



## PREFACE

BITZER Electronics strives to select suppliers who are committed to maintaining high ethical standards. We are a signatory to the United Nations' Global Compact, and we expect our suppliers to share the fundamental principles of the UN Global Compact initiative, whether signatories or not.

The supplier code of conduct comprises the following specific areas:

- // Remuneration and employment conditions
- // Working hours
- // Freedom of association & the right to collective bargaining
- // Discrimination
- // Harassment and disciplinary measures
- // Child labour
- // Forced labour
- // Health and safety
- // Environment
- // Corruption and bribery

Furthermore, our suppliers are required to comply with all relevant national legislation and regulations.

The purpose of BITZER Electronics' Supplier code of conduct is to outline in greater detail the standards we expect our suppliers to adhere to. BITZER Electronics views these requirements as an integral part of our business relationship with individual suppliers. We believe that ethical, social and environmental standards will support competitive advantages to the benefit of BITZER Electronics and our suppliers.



This code of conduct applies to suppliers that do business with BITZER Electronics. Suppliers shall comply with this code of conduct in all aspects of their operations that relate to their business with BITZER Electronics. Supplier companies shall ensure that their employees comply with this code of conducts in all of their activities related to the suppliers' business with BITZER Electronics.

We expect our suppliers to ensure that their sub-suppliers are aware of and complying with the principles expressed in this code of conduct.

BITZER Electronics Management

Anna Marie Damgaard Kristensen  
Managing Director

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Managing Director

### UN Global Compact

The United Nations Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption.

Read more: [www.unglobalcompact.org](http://www.unglobalcompact.org)

## SUPPLIER CODE OF CONDUCT

### **Remuneration and employment conditions**

We expect the supplier to comply with all legislation and regulations governing pay and working hours, including those pertaining to minimum pay, overtime pay, sick leave, piece rates and other elements of compensation.

### **Working hours**

We expect the supplier not to require employees to work more than 60 hours per week including overtime, or more than the limits on regular and overtime hours allowed by local law, whichever is the lower. Workers must be entitled to at least one nonworking day in every seven-day period.

Particular employees with unusual working conditions may be exempted from this general requirement when covered by specific national or international legislation; however, in the course of 12 weeks no employee must be required to work more than an average of 60 hours per week, including overtime.

### **Freedom of association and right to collective bargaining**

We expect the supplier not to prevent employees and other workers from associating freely with any lawful workers' association or collective bargaining association of their choice.

### **Discrimination**

We expect the supplier's hiring and employment practices (including promotion, training and rewards) not to be discriminatory on the grounds of race, colour, ancestry, religion, gender, gender identity or expression, sexual orientation, age, physical or mental disability, health condition, pregnancy, political opinion or affiliation, national, social or ethnic origin, union membership, marital status, citizenship status or veteran status.

### **Harassment and disciplinary measures**

We expect the supplier not to use or permit the use of corporal punishment or other forms of mental or physical coercion, disciplinary actions or sexual harassment.

### **Child labour**

We expect the supplier to ensure that no person is employed at an age younger than 15 (or 14 where the law of the country permits) or younger than the age for completing compulsory education in the country of manufacture where such age is higher than 15.

The supplier must protect young workers of legal working age, up to the age of 18, from any type of employment or work which, by its nature or the circumstances in which it is carried out, is likely to jeopardize their health, safety or moral.

If a child is found working, the supplier must act in the best interest of the child, and any measures taken must aim to improve and not worsen the child's situation.

### **Forced labour**

Forced, bonded or indentured labour or involuntary prison labour is not to be used.

### **Health and safety**

We expect the supplier to provide safe and healthy working conditions and take appropriate precautionary measures to protect employees from workrelated hazards and anticipated dangers in the workplace.

The supplier must comply with all applicable local legislation and regulations to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of the employer's facilities.

We expect the supplier to continuously improve working conditions and reduce workplace-related risks and hazards by e.g. setting targets and conducting appropriate training.

### **Environment**

We expect the supplier to meet all relevant local and national environmental regulations and to strive to minimise damaging effects to the environment.

### **Corruption and bribery**

We expect the highest standards of integrity in all business interactions. The supplier must not engage in any form of corrupt practices, including extortion, fraud or bribery, whether direct or indirect.



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