



Code of Conduct

***Gudeco Elektronik Handelsgesellschaft mbH* commits to the Code of Conduct issued by the Electronic Industry Citizenship Coalition V 4.0 (hereafter named „EICC“).**

Background Information EICC

EICC was founded 2004 in order to promote a corporate code of conduct for the electronic, information and communication business (IKT industry). The corporate Code of Conduct meanwhile covers over 40 companies and their suppliers worldwide.

EICC Code of Conduct defines all necessary standards to ensure

- fair working conditions throughout the supply chain within the electronic industry
- that workers are treated with respect and dignity
- that the manufacturing processes are environmental friendly

The Code of Conduct contains clear and measurable advantages for factories within the supply chain, including increased productivity and quality as well as reduced fluctuation of working staff, injuries and illnesses. In addition, companies can prove their commitment to social responsibility in international biddings or local expansions and hereby generate new business. The Code of Conduct is widely accepted as a standard for social responsibility throughout the electronic, information and communication business (IKT industry).

Principals of the EICC Code of Conduct

The Code of Conduct contains five sectors and 38 main principles:

Labor

- Free choice of job
- Prohibition of child labor
- Labor time
- Salary and social benefits
- Humane treatment
- Equal treatment
- Freedom of association

Health and Security

- Employment protection
- Emergency preparedness and response
- Occupational accidents and illnesses
- Occupational hygiene
- Physically exhausting labour
- Safety measurements for the usage of machines
- Overnight board and lodging

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Environment

- Environmental approvals and reporting
- Prevention of pollution and waste of resources
- Hazardous material
- Sewerage and waste
- Air emission
- Description of contents for Products

Managementsystem

- Engagement of the company
- Accountability and Responsibility of management
- Legal appointments and customer requirements
- Risk evaluation and management
- Accomplishment targets with implementation plan and measures
- Training
- Communication
- Staff feedback and cooperation
- Audits and Assessments
- Procedures for corrective measures
- Documentation and records

Ethic

- Company integrity
- No illegal advantage
- Disclosure of information
- Litary property
- Fair business, advertisement and competition
- Protection of identity
- Social Engagement

Gudeco Elektronik Handelsgesellschaft mbH commits to the social responsibility within the company activities. The Code of Conduct issued by the Electronic Industry Citizenship Coalition for social responsibility fixes guidelines for the industrial sector, especially concerning labor conditions, social and environmental responsibilities as well as transparency, trustful collaboration and dialog. The content of EICC expresses the basic values as defined by Vision and Mission particularly in commitment to the social market economy.

Owner / *Michael Denner* *

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*This document is valid without a signature