When making decisions on purchases and cooperative partnerships, we focus on the following points with regard to our key suppliers:

**COMPLIANCE WITH STATUTORY REGULATIONS AND ETHICAL BEHAVIOUR**

Our suppliers shall observe and respect laws and official regulations which apply in their respective legal systems and conduct themselves in an honest, ethically correct manner. This includes our suppliers paying their employees a reasonable amount and guaranteeing the legally established national minimum wage. They shall not employ workers who have not yet reached the legally required minimum age either.

**BRIBERY AND CORRUPTION**

TECOSIM GmbH supports international efforts to prevent bribery and corruption. It expects its suppliers not to tolerate corruption in any form whatsoever either and requires them to actively take anti-corruption measures within their company.

**MONEY LAUNDERING AND FINANCING OF TERRORISM**

TECOSIM avows to prevent and combat money laundering and financing of terrorism. Accordingly, we also expect our suppliers to comply with applicable statutory obligations on money laundering prevention and not participate in money laundering activities.

**RESPECT TOWARDS EMPLOYEES AND THIRD PARTIES**

Our suppliers shall not employ anyone against their will and respect all people regardless of their sex, age, ethnic origin, religion, philosophy of life, disability and sexual identity. They shall respect their dignity, their rights and their privacy and make every effort to become acquainted with and understand other people’s ideas and concerns.

They shall also ensure that there is no forced labour, slavery or human trafficking within their own business or in their supply chain (c.f. UK Modern Slavery Act).

If legally permitted, suppliers shall recognise employees’ freedom of association and employees shall not be disadvantaged or given preferential treatment due to membership of unions or employee organisations.

**ENVIRONMENTAL PROTECTION AND SAFETY**

Our suppliers shall observe environmental laws and protect natural resources. They shall find and favour environmentally friendly solutions. Suppliers shall also take responsibility for their employees’ health and safety. They shall ensure that legally established maximum work times are respected and take all necessary precautionary measures to prevent accidents and occupational diseases.

**COMPLIANCE**

Before placing an order, TECOSIM GmbH agrees on a code of conduct with its key suppliers in writing with both contractual partners signing the agreement. TECOSIM GmbH checks compliance with the rules of conduct on a regular basis and will take suitable measures in the event of any breaches.