

Business Partner Code of Conduct

Integrity, compliance with law and regulations, and responsibility towards people and the environment are the guidelines for chargebyte GmbH's entrepreneurial activities. We adhere to globally recognized standards, such as the United Nations Global Compact, the UN Guidelines on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. We hold the same expectations for our business partners. We commit ourselves to adhering to the following principles and expect the same from our business partners:

1. Compliance with law and order

All applicable legal provisions and requirements relevant in the context of a business relationship with chargebyte must be complied with. This also applies to countries in which the partner operates in.

2. Prohibition of Corruption

All anti-corruption laws must be observed. Corruption will not be tolerated in business processes.

3. Fair Competition

The applicable rules of competition and antitrust law, as well as the principles of fair competition, must be observed.

4. Human and Labour Rights

All employees shall be treated equally regardless of their gender, age, color, culture, ethnic origin, sexual orientation, disability, religion or belief.

Employees shall be treated with respect, and any form of sexual harassment, sexual abuse, physical punishment or torture, mental coercion, employment against their will, and threats of such treatment will not be tolerated in the company.

Remuneration and working hours shall at least correspond to the respective national and local legal standards or the level of the national economic sectors/industries and regions.

The freedom of association of employees in accordance with the applicable national legislation shall be recognized. Members of workers' organizations or trade unions shall not get preferential treatment nor be disadvantaged.

5. Prohibition of Child Labor

The employment of workers who have not reached the minimum age according to ILO Convention 138 will not be tolerated.

6. Employee Health and Safety

The internationally recognized health and safety requirements must be complied with. Hazards and accidents are to be eliminated or reduced by preventive measures.

7. Sustainable Environmental and Climate Protection

Environmental regulations and international standards must be observed. Resources are to be conserved; environmental pollution is to be minimized. This includes reducing greenhouse gas emissions, improving energy efficiency, using renewable energies and decarbonization measures.

8. Raw Material Procurement

The composition of the products to be supplied must be known with regard to legal requirements, and compliance with these requirements must be ensured in the upstream supply chain. When procuring raw materials, the regulations on Conflict Minerals must be observed. When using Conflict Minerals, information must be provided along the entire supply chain using the appropriate templates. The "Material Compliance Requirements for Suppliers" must be observed.

9. Water Quality, Consumption and Management

Water resources are to be used responsibly, and water quality is to be protected through appropriate measures. Water consumption is to be minimized, and wastewater is to be properly treated.

10. Air Quality

Pollutant emissions are to be minimized, and measures are to be taken to improve air quality.

11. Responsible Chemical Management

Chemicals are to be handled safely and in an environmentally friendly manner. Their use is to be reduced to the necessary minimum.

12. Sustainable Resource Management

Natural resources are to be used responsibly, and their sustainable sourcing and use are to be promoted.

13. Waste Prevention, Reuse and Recycling

Waste is to be avoided. The reuse of materials and efficient recycling processes are to be promoted.

14. Animal Welfare

The protection of animals is to be ensured, and all activities must comply with animal welfare laws.

15. Biodiversity, Land use and Deforestation

Biodiversity is to be protected, land is to be used sustainably, and deforestation is to be avoided.

16. Soil Quality

Soil quality is to be preserved and improved through responsible use and soil conservation measures.

17. Noise Emissions

Noise emissions are to be minimized through appropriate measures.

18. Modern Slavery

Any forms of modern slavery, including slavery, servitude, forced or compulsory labor, and human trafficking, are not to be tolerated.

19. Rights of Minorities and indigenous Peoples

The rights of minorities and indigenous peoples are to be respected and protected.

20. Land, Forest and Water Rights and Eviction

Participation in unlawful evictions and the unlawful deprivation of land, forests, and waters, in the acquisition, development, or other use of land, forests, and waters that secure a person's livelihood, is to be excluded.

21. Deployment of Security Forces

When employing private or public security forces to protect operations, it must be ensured that those affected are protected from excessive violence, torture, and violations of freedom of association and collective bargaining. The security forces are to respect internationally recognized human rights.

22. Financial Responsibility and Disclosure of Information

Accurate records are to be maintained and financial transparency ensured. All relevant information is to be disclosed transparently in accordance with legal requirements.

23. Conflicts of Interest

Personal interests and the privacy of employees are to be respected. Efforts are to be made to avoid conflicts between private and business interests, or even their appearance. Decisions are to be made solely based on objective criteria and not influenced by personal interests or relationships.

24. Plagiarism and Protection of intellectual Property

Plagiarism is not to be tolerated. Originality and copyright are to be upheld. The intellectual property of others is to be respected and protected.

25. Whistleblowing and Protection from Retaliation

A whistleblowing system is to be established, and whistleblowers are to be protected from retaliation.

26. Trade Controls and Restrictions

Existing trade controls are to be followed and import and export control regulations and economic embargoes are to be complied with. Restrictions and prohibitions may be based on the nature of the goods, the country of origin or end use, or the identity of the business partner. The respective laws and regulations of the countries are to be supplemented by internal company restrictions regarding the intended purpose.

Our business partners commit not to use our products directly for military purposes. Any use of our products in connection with military applications is strictly prohibited.

27. Information Handling and Data Protection

Confidential and personal information must be protected, and the applicable laws on data protection observed.

28. Implementation in the Supply Chain

Compliance with the principles in this Business Partner Code of Conduct is to be actively promoted among your business partners. We expect Tier-1 suppliers to define and implement similar standards and to adhere to binding requirements for passing these standards along the supply chain.