

iwis Group Code of Conduct for Business Partners

The achievement of iwis group is in the truest sense that it is moving the world, drive and control have always been the central tasks of our products. Even today, we still uphold the values that have motivated us as a family-owned company right from the start: In the field of tension between tradition and innovation, we focus on quality and precision.

Aware of our responsibility to our business partners and employees, we have established non-negotiable ethical rules that guide us in our business.

In order to take this into account, iwis Group is committed to compliance with applicable law and ethical standards as well as to sustainable action. This is part of our corporate culture based on shared values such as trust, transparency and reliability in dealing with customers, other business partners and our employees.

iwis Group expects all its business partners to base their actions on the same ethical principles. This Code of Conduct has been developed for our business partners to define standards for our business relationships.

Our employees

iwis Group expects its business partners to comply with workers' rights under applicable national and local legislation. iwis Group also expects recognition of the conventions of the International Labor Organization (ILO), taking into account the laws in force in different countries and locations.

In particular, the requirements of the applicable national legislation on minimum wages and working hours must be respected.

Prohibition of discrimination

iwis Group expects its business partners to offer equal opportunities and prevent discrimination.

No employee may be discriminated against on grounds of sex, age, skin color, culture, ethnic origin, sexual identity, disability, religious affiliation or beliefs.

Prohibition of child labor

Business partners of iwis group refrain from and prohibit any kind of child labor in connection with their work.

Prohibition of forced labor

Forced labor (including modern slavery) must be prevented by business partners of iwis group.

Worker rights

Business partners of the iwis Group respect the rights of the employees to form an employee representation and to conduct collective bargaining.

Health and safety

iwis Group expects its business partners to comply with applicable national health and safety legislation.

Environmental protection

iwis Group expects its business partners to comply with applicable national and international environmental laws, regulations and standards, in particular to minimize environmental impact and hazards.

Fair competition and prohibition of corruption and bribery

iwis Group expects its business partners to compete fairly and to comply with applicable antitrust and competition laws.

Business partners of iwis Group neither participate in anti-competitive agreements with competitors nor misuse any potential dominant position.

Business partners of iwis Group do not tolerate any kind of corruption. They are committed to respecting United Nations (UN) Conventions and the Organization for Economic Cooperation and Development (OECD) on Combating Corruption. They observe the relevant anti-corruption laws.

Employees, representatives or subcontractors of business partners may not offer, promise or grant any donations to employees of iwis Group or related parties with the aim of obtaining an order or any other advantage in the course of business dealings. This is ensured by the business partners.

Invitations and gifts to employees of iwis Group or related parties are only served if the occasion and scope are appropriate, i. e. they are of low value and can be considered socially commonplace. Similarly, business partners do not require inappropriate invitations and gifts from iwis group employees.

Avoidance of conflicts of interest

Business partners of iwis Group make their business decisions based on factual criteria. Conflicts of interest with private interests or economic or other activities, including those of other related parties, will be avoided.

Money laundering

iwis Group expects its business partners to comply with the legal provisions on the prevention of money laundering and terrorist financing.

Dealing with subcontractors and other partners

iwis Group obliges its business partners to pass on to the subcontractors and business partners all the regulations listed in this code of conduct to an appropriate extent.

Auditing rights

Compliance with the principles contained in this code of conduct can be reviewed by iwis Group through on-site audits - including third parties engaged by iwis Group.

Any violation of the abovementioned obligations is considered a fundamental breach of contract on the part of the business partner, with the consequence that the iwis Group reserves the right to request corrective action and, where appropriate, to terminate the cooperation (even without notice).

Declaration

1. The business partner has received and noted the iwis Group Code of Conduct for Business Partners".
2. The business partner confirms to comply with all regulations set out in this Code of Conduct for Business Partners.

City, Date and Signature