

Code of Conduct for Suppliers

1 Preamble

HNP Mikrosysteme GmbH (HNPM) is committed to honesty and integrity in connection with the entire business activities towards employees, customers, suppliers, competitors and other stakeholders. HNPM is aware that the legal and cultural requirements vary in the world market. HNPM expects all of its suppliers to act with the same level of fairness, honesty and responsibility in all business areas. The "Code of Conduct for Suppliers" (hereinafter referred to as the "Supplier Code") defines important standards that are in line with HNPM's corporate guidelines and which every HNPM supplier must adhere to.

The Supplier Code applies to all suppliers, consultants, sellers, intermediaries, dealers, distributors, sales representatives and other providers of goods and services (hereinafter referred to as "suppliers"). Even if HNPM intends to continue the Supplier Code indefinitely, HNPM reserves the right to change or revoke this guideline at any time.

The obligations below are based on the content of the following conventions and standards:

- 10 UN - principles for business and human rights
- OECD Guidelines for Multinational Enterprises
- Agreement of the International Labor Organization (ILO)
- Trade recommendations from the International Chamber of Commerce (ICC) for sustainable business

2 Compliance with laws, rules and regulations

The supplier confirms and agrees to adhere to the standards of this Supplier Code. They are an integral part of the business relationship between the supplier and HNPM. The supplier is familiar with the business practices of its own suppliers and subcontractors and will encourage them to comply with the principles of this Supplier Code. In order to clarify any questions in this regard, the supplier will contact his contact person at HNPM.

The supplier undertakes to observe to the following principles:

2.1 Business ethics

Compliance with laws

The supplier observes the national and international laws and regulations as well as other relevant international agreements which are applicable in the respective business relationship.

Prohibition of corruption and bribery

The supplier complies with all applicable laws and regulations to prevent corruption, also with regard to corrupt acts abroad or foreign officials. The supplier shall not engage in any form of corruption, bribery or illegal payments, including payments or benefits to individuals, companies or public officials, in order to influence the decision-making process. This applies regardless of whether applicable laws are violated or not. The Supplier will under no circumstances offer, grant, request or accept bribes, illegal payments, bribes, commissions, incentives, gifts, entertainment, benefits or other services of value in connection with business opportunities and other aspects of HNPM's business activities in violation of applicable laws.

Fair competition

The supplier observes all regulations on fair competition. It strictly adheres to all applicable antitrust and competition laws. The supplier will not enter into agreements with competitors or take any actions that can have a negative impact on fair competition.

Data protection and intellectual property rights

The supplier complies with all applicable data protection laws in connection with the business relationship. The supplier assures that all confidential business information as well as business and trade secrets, which were received in connection with the business relationship with HNPM, are treated as strictly confidential, are not used improperly and are not disclosed to third parties. The supplier also respects and observes the intellectual property rights of HNPM and third parties.

Export and import rules

The supplier complies with all applicable laws related to the import and export control, including sanctions, embargoes and other laws, regulations, governmental regulations and guidelines that relate to the shipment and delivery of goods and technology.

No-PO, No-Pay - policy

The "No-PO, No-Pay" principle (PO = Purchase Order) is observed. This means that invoices without reference to the associated order number are not paid by HNPM. The supplier is obliged to always state the order and order number on invoices. Otherwise HNPM reserves the right to withhold payment of the invoice. The supplier receives the associated order and order number before the delivery of goods and services via a binding order from HNPM. In the event that the supplier has not received the order before the delivery of goods or services, he must request the order from HNPM.

2.2 Respect for human rights

The supplier treats all individuals with respect and fairness and respects human rights, e.g. in the United Nations "Universal Declaration of Human Rights" and the "Tripartite Declaration of Principles on Multinational Enterprises and Social Policy" of the ILO. Among other things, these include the prohibition of forced and child labor, compliance with the applicable regulations on reasonable wage payments (including compliance with applicable minimum wage laws), social benefits, working hours, freedom of association and other fair working conditions. The supplier maintains a working environment that is free from retaliation, discrimination and harassment with regard to gender, age, race, skin colour, ethnic and national origin, nationality, religion or religious beliefs, physical or mental impairments, sexual orientation or others through the applicable law protected properties.

2.3 Safety, occupational and environmental protection

The supplier undertakes to manufacture and deliver safe products for HNPM and to create a safe working environment that includes accident prevention and minimizes health risks. The supplier also observes the applicable laws on environmental protection, should conserve resources and protect the environment as best as possible.

2.4 Management systems

The supplier should provide management systems that guarantee compliance with the principles listed here and that are certified in accordance with recognized standards. HNPM will give preference to suppliers who actively demonstrate a quality management system in accordance with ISO 9001 and an environmental management system in accordance with ISO 14001 or comparable systems.

2.5 Implementation

Control and proof

Upon request, the supplier provides HNPM with precise and understandable information that is required for the initial assessment as part of the voluntary disclosure. The supplier should also procure all other information that is suitable for demonstrating compliance with this Supplier Code. The supplier grants HNPM the right to monitor the implementation.

The supplier informs HNPM of all events that run counter to the principles of this Supplier Code.

Missing implementation / compliance

In the event of non-compliance with this Supplier Code, HNPM reserves the right to request remedial measures or to end any cooperation, especially if no remedial measures are taken.