



# CODE OF CONDUCT FOR SUPPLIERS AND SERVICE PROVIDERS

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## Preface

Our company's reputation has grown constantly over the last 50 years. Our customers, suppliers, service providers and business partners place their trust in us based on many years of reliable partnership and the solidity of an independent family enterprise, which develops dynamically and continuously improves. We are therefore responsible for ensuring that our products and services are produced within a supply chain that complies with international standards.

Therefore, the Intercable Group (Intercable Srl, Intercable Tools Srl, Intercable Immo Srl and their affiliated companies) have summarized our expectations to our suppliers and service providers (Intercable partners) with respect to working conditions, health and safety, environment and business ethics in the following „Supplier Code of Conduct.“ This code of conduct is based in particular upon the principles of the „UN Global Compact“, the standards set out in the conventions of the ILO (International Labor Organization) and the code of conduct of the electronics industry (EICC). The Intercable Supplier Code of Conduct defines Intercable's principles and our expectations to our Intercable partners and their employees.

This includes acting responsibly and abiding by the principles set out herein. We expect our partners to ensure that their own suppliers and service providers will also adhere to and abide by the principles of this code of conduct and the standards upon which it

is based. In the event that other regulations or laws impose more extensive provisions, these have priority over this code of conduct. The Supplier is obliged to ensure that this Code is cascaded down and complied with throughout its own and also its suppliers' organization. The Supplier shall proactively address any risk of violation of the Code and shall implement appropriate channels and remediation mechanisms (such as a whistleblowing tool) and make these available to all of its employees and business partners. Intercable will use this code of conduct as part of its supplier selection and evaluation procedures. Intercable reserves the right to potentially end its business relationship with Intercable partners if they do not adhere to the principles defined below. Adherence to these principles throughout the entire supply chain is of great significance to Intercable.

We are counting on your support as part of this supply chain. If you have any questions about this code of conduct, please refer them to your Intercable Procurement contact.

Bruneck 2023

  
CEO Klaus Mutschlechner

# 1 | Working conditions

The Intercable partner agrees to safeguard the human rights of its employees and to treat them with dignity and respect. This refers to all employees including part-time and migrant workers, student interns, temporary workers, full-time employees and any other form of manpower.

## 1.1 FREE CHOICE OF EMPLOYMENT

There shall be no forced labor, slave labor or any other form of comparable labor. All labor must be voluntary and employees must be free to end their labor or their employment relationship at any time.

## 1.2 NO CHILD LABOR

The employment of children is prohibited. Those below 15 years of age (depending on national law below 14 years of age), children of school age or those that have not yet reached the minimum age for employment in the respective country shall not be employed. Employees under 18 years of age shall not perform work that could endanger their health or safety. Where this is the case there shall be special measures put in place to protect these young persons.

## 1.3 WORKING HOURS

The weekly hours of work shall not exceed the respective statutory maximum. The weekly hours of work including overtime shall in any event not exceed 60 hours. Emergencies and extraordinary circumstances constitute an exception. Employees shall be entitled to at least one day off per calendar week.

## 1.4 WAGES AND EMPLOYEE BENEFITS

Alongside economic circumstances, the requirements for business development and productivity, the remuneration paid to employees (employees and their family members) shall accord with all applicable national laws on remuneration, which includes laws on the minimum wage, overtime and statutory welfare benefits. Such remuneration shall furthermore enable the employees to participate in social cultural and political life.

## 1.5 HUMAN TREATMENT

Employees shall not be subjected to disproportionate stringency or treated in an inhumane manner. This includes sexual harassment, sexual abuse, physical reprimand and physical and mental abuse. It also applies to the threat of such treatment.

## 1.6 PROHIBITION OF DISCRIMINATION

The Intercable partner agrees not to tolerate any unlawful harassment or discrimination within its workforce. The Intercable partner's selection and employment practices, such as for advancement and remuneration or access to training opportunities, shall not discriminate against employees on the basis of race, skin color, age, gender, sexual orientation, ethnic background, disability, pregnancy, religious or political conviction, trades union membership or family status.

## 1.7 FREEDOM TO ORGANIZE AND COLLECTIVE BARGAINING

The Supplier shall respect its employees' rights to associate and bargain collectively in compliance with all applicable laws and regulations. The Supplier is to ensure that its employees are always able to communicate and share ideas and concerns openly with the management without any fear of discrimination or retaliation. If the freedom to associate or the right to collective bargaining are restricted by local laws, the Supplier shall allow other forms of employee representation and association.

## 2 | Health and safety

The Intercable partner acknowledges that a safe and healthy work environment contributes to improvement in the quality of goods and services and to motivation of the workforce.

### 2.1 HEALTH AND SAFETY AT THE WORKPLACE

The Intercable partner shall ensure that it has organization systems, processes and/ or measures in place in order to comply with national health and safety legislation. The Intercable partner shall identify, assess and take measures to eliminate potential safety risks. The employees shall be informed of potential safety risks and instructed on proper, safe behavior and the corresponding safety measures to be implemented. Should such measures not afford adequate hazard management, the employees shall be provided with suitable personal protective equipment.

### 2.2 EMERGENCY PREPAREDNESS

Potential emergency situations and events shall be identified and evaluated. Their impact shall be minimized by implementing emergency plans and reporting procedures.

## 3 | Environment and sustainability

The Intercable Partner is to ensure that its processes promote environmental protection, resource efficiency, responsible purchasing of raw materials (incl. CMRT) and occupational health and safety. In particular, the Supplier shall obtain, maintain and comply with all environmental permits, licenses and registrations necessary for its operations. The Supplier shall monitor, track and document its environmental performance and minimize environmental impact from its operations, products and services. The Supplier shall strive to reduce its CO2 emissions by increasing the use of renewable energies, reducing water and energy consumption, more efficient use of raw- and packaging materials, minimizing waste, or any other relevant environmental factor in its business. The Supplier is expected to handle potential environmental violations and complaints professionally and to communicate these to affected stakeholders.

### 3.1 ENVIRONMENTAL PROTECTION

The Intercable partner confirms that it has implemented systems, processes and/ or measures and has obtained the necessary approvals in order to comply with statutory national environmental regulations. The employees shall be instructed on how to mitigate environmental risks. Our suppliers are expected to drive forward their commitment to reduce energy consumption and greenhouse gases, to reduce water and air quality impacts to the absolute minimum and to promote good water and air quality.

### 3.2 HAZARDOUS SUBSTANCES

Chemicals and other materials, that pose a hazard to the environment if released, shall be identified and managed in such a way that ensures their safe handling, transport, storage, use and recycling or disposal.

### 3.3 REGARDING SUBSTANCES IN PRODUCTS

The Intercable partner shall abide by all applicable national laws and regulations and customer specifications regarding the prohibition or restriction of specific substances. This includes mandatory labeling for recycling and disposal.

## 4 | Business ethics

The Intercable partner and its representatives shall uphold high ethical standards in order to fulfil their social responsibilities and be regarded as successful in the market. The following principles shall apply:

#### **4.1 LAW-ABIDING BEHAVIOR**

The Intercable partner agrees to comply with all applicable national laws and other regulations in the context of its business operations at any time.

#### **4.2 INTEGRITY**

All business interactions shall be governed by high standards of integrity. The Intercable partner shall not have any tolerance towards bribery, corruption, extortion, fraud and embezzlement and shall prohibit them in any form. All business processes must be transparent and properly reflected on Intercable partners' business records.

#### **4.3 PROHIBITION OF IMPROPER ADVANTAGES**

Bribes or other means of obtaining an illegal or improper advantage shall not be offered, accepted as a promise or received. Procedures shall be put in place to monitor and implement these requirements in order to ensure adequate compliance with anti-corruption laws.

#### **4.4 FAIR COMPETITION (ANTITRUST LAW)**

The Intercable partner shall respect fair competition and conduct every business activity in compliance with the applicable antitrust legislation and provisions.

#### **4.5 AVOIDING CONFLICTS OF INTEREST**

Decisions shall only be taken on the basis of objective, business-related considerations and not influenced by personal interests.

#### **4.6 PROTECTION OF CONFIDENTIAL INFORMATION**

Business secrets and personal information shall only be used to the extent to which they are necessary and permitted and they shall be protected appropriately.

#### **4.7 EXPORT/IMPORT LEGISLATION**

Applicable legislation and regulations relating to export and import control as well as customs shall be adhered to.

#### **4.8 DISCLOSURE OF INFORMATION**

Information on the company's business activities, structure, financial situation and performance shall be disclosed in accordance with the applicable provisions and usual business practices in the sector. The falsification of records and misrepresentation of conditions and practices in the supply chain are not acceptable.

#### **4.9 INTELLECTUAL PROPERTY**

Intellectual property rights shall be respected; transfer of technology and knowhow must be done in a manner that protects intellectual property rights.

#### **4.10 RESPONSIBLE PROCUREMENT OF RAW MATERIALS**

The Intercable partner shall adopt appropriate measures which ensure to the best of its knowledge and belief that raw materials used in the manufacture of its products (tantalum, tin, tungsten, gold, etc.) do not directly or indirectly serve as means to finance or support armed groups that commit serious human rights violations. The Intercable partner shall exercise due diligence with respect to the origin and chain of custody of such minerals and shall disclose these precautionary measures to Intercable upon request.

Date	Edition	Typ and reason of change
11.11.2022	02	Definition Intercable Group
05.06.2023	03	Definition Intercable Group
08.02.2024	04	Definition Intercable Group