

Semodia GmbH

Code of Conduct

For Partners

8-18-2023



1 Requirements

- Compliance with the local and UN Global Compact principles (www.unglobalcompact.org)
- All internationally recognised human rights must be respected, as well as the International Bill of Human Rights and the Declaration of the International Labour Organisation (www.ilo.org).
- No human rights violations

1.1 No forced and compulsory labour

- All employment must be voluntary.
- All employees must have the opportunity to leave the company with reasonable notice.
- Employees should not be forced to deposit money, passports, proof of education or similar documents for employment.

1.2 No child labour

- No employment of persons under the age of 15.
- The minimum age for hazardous work is 18 years.

1.3 No discrimination

- Semodia GmbH partners¹ are committed to equal opportunities regardless of ethnic origin, religion, gender, age, nationality, disability, sexual orientation, trade union membership and/or political affiliation.
- The health and safety of your employees is always a priority.
- Safe and healthy working environment for all employees
- Preventive measures and training to avoid injuries and illnesses caused by unsafe working conditions are offered and implemented.

1.4 Freedom of association and the right to collective bargaining

- Partners are committed to open and constructive dialogue with their employee representatives.
- In accordance with local laws, partners shall respect the right of their employees to freely organise, join trade unions, be represented, join works councils and engage in collective bargaining.
- Partners will not discriminate against employees who act as employee representatives.

¹ The term 'partner' in this document includes partnerships as well as suppliers, subcontractors or other business partners.



1.5 Anti-corruption and bribery

- All forms of corruption, including extortion and bribery, are prohibited.
- Refraining from granting or accepting unauthorised bribes

1.6 Sanctions and export

- Applicable sanctions and export controls are observed.
- No violations
- In the case of existing export controls, the need for a state licence is checked

1.7 Fair competition

- Our partners must compete fairly and comply with applicable competition and antitrust laws.
- Our partners are expected not to enter into agreements or use methods that restrict competition, such as price fixing, market sharing or abuse of a dominant position.
- Partners must not enter into any agreements with competitors to set prices, manipulate offers, divide up customers or markets, or exchange current, past or future sensitive business information.

1.8 Conflicts of interest

- All conflicts of interest that could influence business relationships must be avoided and/or disclosed to Semodia
- Even the appearance of such conflicts of interest must be avoided

1.9 Risk management

- Partners are expected to implement procedures to identify, determine and manage risks in all areas addressed in this Partner Code of Conduct and with respect to all applicable legal requirements.



2 Compliance and whistleblowing/follow-up

As a partner to Semodia GmbH, we will make our best efforts to know the business practices of our suppliers, subcontractors and other business partners and require all such suppliers, subcontractors and business partners to comply with this Partner Code of Conduct and the values set forth herein. If you have any questions regarding the implementation of the Partner Code of Conduct, please contact Semodia GmbH.

We acknowledge that Semodia GmbH reserves the right to terminate the business relationship with the business partner in compliance with the applicable laws in the event of significant violations of this Code of Conduct for partners.

The partner and its respective employees as well as stakeholders and rights holders in general are requested to report violations of the Partner Code of Conduct.

Contact: **info@semodia.com**

As a partner, we may be requested to provide the information required by Semodia GmbH on the standards in the Code of Conduct for partners. The partner will be assessed on the basis of this information. Semodia GmbH encourages partners to check their own partners.

We have taken note of and approved the above measures and will comply with them.

Date:	Location:
[Company]	[Signature]
	[Name]