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Fey Elektronik GmbH – Storchenweg 3 – D-21217 Seevetal – Germany

To our suppliers



CODE OF CONDUCT FOR SUPPLIERS OF FEY ELEKTRONIK GMBH

INTRODUCTION

Fey Elektronik GmbH (hereinafter referred to as "Fey"), as a group company of the Addtech Group (hereinafter referred to as "Addtech"), is a supplier in the product area of battery and charging technology.

This Supplier Code of Conduct summarizes the ethical values that Fey believes should apply in its relationships with all of our suppliers of products and services.

The Code is based on the United Nations Global Compact, the core conventions of the ILO, the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, competition legislation and anti-corruption regulations and is in line with the Code of Conduct for Suppliers of the Addtech https://www.addtech.com/fileadmin/user_upload/Supplier-Code-of-conduct-EN-2024.pdf

GENERAL PRINCIPLES

Fey's goal is to work in partnership with our suppliers and to achieve continuous positive change. All of our company's suppliers respect this Supplier Code of Conduct or create and implement their own code, the content of which does not conflict with the values represented by Fey and Addtech. The supplier is responsible for ensuring that its sub-suppliers comply with the content of the code.

Compliance with applicable legislation

In its activities, the supplier must be familiar with all national and international laws and regulations that apply in the countries in which it operates and, as a minimum, comply with them. The supplier must always meet the highest requirements resulting either from the applicable laws or from this Code of Conduct for Suppliers.

HUMAN RIGHTS

Everyone who works directly or indirectly for a supplier must be entitled to have his or her basic human rights respected in accordance with the UN Universal Declaration of Human Rights.

Working environment

The supplier must, as a minimum requirement, comply with applicable legislation and regulations relating to the work environment and working conditions. The supplier must provide a safe, hygienic and healthy workplace. This means, but is not restricted to, the following being in place: fire safety, evacuation plan, safety equipment and procedures, system for following up accidents, access to clean toilets and drinking water, adequate accident insurance for all employees, first-aid equipment, and that employees be properly trained to be able to use machines, equipment and chemical substances in a correct and safe manner.

Working conditions

The supplier must apply working hours and pay wages and overtime payments that are at least in accordance with national laws and agreements or in accordance with local trade customs.

The supplier ensures that the working week is limited to 48 hours and under no circumstances exceeds 60 hours including overtime. Overtime should be voluntary and the exception.

Code of Conduct for Suppliers of Fey Elektronik GmbH

Employees are entitled to at least one day off per week.

The supplier must always provide a "living wage", which means that the wage should always be sufficient to cover basic needs and necessary additional expenses such as housing and food.

At a minimum, the supplier must provide its employees with all legally required benefits, including pension and holiday entitlements.

Child labour

Our suppliers must comply with the UN Convention on the Rights of the Child, the ILO Minimum Age Convention (No. 138) on the minimum age for admission to employment, and the ILO Convention (No. 182) on the prohibition and immediate action to eliminate the worst forms of child labour.

No individual who is below the age of having completed compulsory education or is below the age of 15 may be employed. The supplier must have documentation in place that certifies the age of all employees. If we become aware of violations of the ban by one of our suppliers, we require that action be taken to rectify the problem without worsening the child's social situation. The supplier ensures that the children are placed in a support program instead of being terminated without notice.

The program includes access to education and financial support and is decided in consultation with the child and family or next of kin.

The supplier undertakes not to employ young workers (under the age of 18) for work that is likely to endanger their health, safety or morals.

Disciplinary measures

Employees must be treated with dignity and respect. Under no circumstances should employees be subjected to corporal punishment or any other form of physical, sexual or psychological punishment, harassment or violence.

Deductions from wages may not be imposed as a disciplinary sanction unless this is stipulated in a collective agreement or permitted by law.

Discrimination

At Fey, we strive for a non-discriminatory corporate culture based on responsibility and respect. We will therefore not tolerate any form of discrimination or harassment by our suppliers.

Freedom of association

Employees enjoy freedom of association at all levels. Suppliers must not prevent employees from joining associations or organizations or from bargaining collectively.

The supplier must recognize elected employee representatives and negotiate with them in good faith on important workplace issues.

Threats and harassment

Suppliers shall not subject employees to threats or harassment, or otherwise restrict or interfere with the legal and peaceful exercise of their rights by employees.

Forced labour

We do not accept forced labour, slave labour or involuntary or unremunerated work in any form. This includes contracts under forced conditions and illegal employees. All work that is carried out must be based on a recognised employment relationship in line with what has been established by local legislation. Employees must be free to end their employment at any time in accordance with the agreed notice period without sanction or salary deduction.

We also do not accept methods that restrict the freedom of movement of employees. No one may be detained at work against his or her will for any length of time. The supplier must have procedures and methods in place to minimize the risks of all forms of forced labour and human trafficking.

BUSINESS ETHICS

Supplier must conduct its operations in an ethical manner and comply with international trade and export control regulations.

The supplier shall implement procedures to promote transparency and ensure that no document related to the supplier's performance under this Code of Conduct could be tampered with.

The supplier must respect intellectual property rights and protect confidential information from theft, fraud and improper disclosure.

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Anti-corruption

We will not accept that a supplier attempts to improperly influence decision makers within Fey or other companies within Addtech, other suppliers, buyers and/or representatives of government agencies or the public sector, etc. The supplier must not take or refrain from taking any action that is contrary to the applicable legislation in relation to corruption, bribery, extortion or embezzlement. Suppliers must never offer or accept favours or other monies that could be viewed as improper advantages.

Conflict zones

The supplier must ensure that no business we do supports in any way war, conflict, extremism, money laundering, drug trafficking or the slave trade. This also includes the use of conflict minerals.

Impartiality and conflicts of interest

Suppliers must avoid conflicts of interest that may jeopardize the supplier's trustworthiness and inform Fey of any existing or potential conflicts of interest.

Healthy competition

No Fey supplier may engage in any type of price fixing or market sharing between competitors, maintenance of resale prices, impeding innovation or any other anti-competitive activity contrary to applicable competition laws.

ENVIRONMENTAL PROTECTION

Suppliers must comply with the applicable environmental laws in the country in which they carry out their activities and must conduct their activities in a responsible manner with regard to the risks of environmental impacts.

Suppliers must comply with applicable regulations regarding air pollution, hazardous waste, water discharge, chemical storage, waste recycling and waste management controls. They must also take reasonable measures to reduce their direct and indirect negative impacts on the environment and continuously monitor improvement goals.

We encourage our suppliers to have a documented Environmental Management System (EMS) to manage the organization's procedures and production processes in a comprehensive and documented manner, and in particular to comply with environmental regulations.

Suppliers must obtain and retain all necessary permits and licenses for their activities. Suppliers must inform Fey of any significant incident and show how they will handle the situation and how they intend to prevent similar incidents in the future.

Hazardous materials management and regulations

The supplier must comply with all national laws and regulations that prohibit or restrict certain substances.

Unless otherwise agreed, the supplier must comply with all European material restrictions (such as REACH, RoHS, etc.) and continuously keep records of relevant raw material declarations such as material data sheets (MDS) or similar and process corresponding inquiries from Fey without delay.

The supplier must have systems and routines in place to oversee the safe handling of chemicals on site, reporting and disclosure of conflict minerals, handling and disposal of hazardous waste, and emergency routines to prevent and minimize health and environmental impacts.

Effluents, solid waste and air emissions

Effluents and solid wastes generated from operations, industrial processes and sanitation facilities must be treated in accordance with applicable laws, regulations prior to discharge, and disposal.

Airborne emissions of, for example, volatile organic chemicals, aerosols, corrosives, particulate matter, and combustion by-products generated during operations must be treated prior to discharge in accordance with applicable laws and regulations.

Emission of greenhouse gases

Fey encourages all suppliers to reduce their impact on the climate and to set greenhouse gas reduction targets for their own operations.

Addtech has the long-term goal of achieving carbon-free supply chains.

IMPLEMENTATION AND COMPLIANCE

The supplier must be able to show, by means of relevant documents, how it has implemented and complies with its own or Fey's Code of Conduct for Suppliers.

Code of Conduct for Suppliers of Fey Elektronik GmbH

If a supplier violates the code of conduct and does not implement the prescribed improvements within an agreed period, although a complaint has been registered and an action plan has been agreed, we will examine consequences for the business relationship.

We encourage partners to report relationships that may conflict with the Supplier Code of Conduct. Addtech provides an anonymous whistleblower system open to partners. For more information, see <http://www.addtech.com/whistleblower>.

Compliance commitment with the Code of Conduct

(Please tick as appropriate.)

- We hereby confirm that we have received, read and understood the content of the Code of Conduct for Suppliers of Fey Elektronik GmbH.
We assume responsibility for ensuring compliance with the Code of Conduct and informing affected employees of its content.
- Our company has its own code of conduct with the same content, which we hereby inform Fey Elektronik GmbH.
(Please attach the code.)

Company name

First name Family name Function

Location Date Signature