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ifm suppliers

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Code of conduct for ifm suppliers

Dear Sir or Madam,

The goal of the ifm group of companies is to be a moral company. Against this background, the ifm group of companies has developed the worldwide applicable ifm code of conduct. This code of conduct defines the main principles of our actions. We actively require adherence to these principles from our employees. We as the ifm group of companies tolerate no corruption, bribe and child labour and demand a fair treatment of people and the environment as well as compliance with the applicable laws and standards.

We expect the same ethical standards from our suppliers.

Therefore, we kindly ask you to sign the ifm code of conduct for suppliers and send it back to **compliance@ifm.com**.

Thank you in advance.

Best regards
ifm electronic gmbh

Sarah Brühl



Code of conduct for ifm suppliers

In accordance with the ifm code of conduct we tolerate no corruption, bribe and child labour. We expect the same ethical standards from our partners. This code of conduct defines the principles and requirements for our suppliers regarding their responsibility for people and the environment.

1. Compliance with laws and standards

The supplier complies with the applicable laws, guidelines and standards.

2. Prohibition of corruption and bribery

The supplier condemns any form of corruption and bribery. This includes that the supplier does not grant payments or other advantages (e.g. kickback payments, gifts, entertainment) to any individual, company or office bearer with the aim to influence decision-making processes.

3. Anti-trust law

The supplier is committed to fair competition, complies with the applicable anti-trust laws and will not engage in price agreements, the sharing of markets or customers, market sharing agreements or bid-rigging.

4. Confidential information and data privacy

The supplier complies with all applicable data protection laws. The supplier ensures that strict secrecy is kept about confidential information or trade secrets he becomes aware of in the context of the business relationship with ifm and that this information is not used unlawfully or disclosed to a third party.

5. Discrimination

The supplier does not discriminate against anyone because of their age, gender, religion, ethnicity or any other reasons.

6. Prohibition of child and forced labour

The supplier does not employ workers who cannot produce any evidence of their minimum age of 15. In those countries subject to the developing country exceptions of the ILO convention 138, the minimum age may be reduced to 14.

The supplier refuses to employ anyone or make anyone work against his or her own free will.

7. Environmental protection and occupational safety

The supplier undertakes to adhere to the applicable environmentally relevant legal provisions and official regulations of authorities and to improve continuously environmental protection on an economically justifiable scale.

The supplier adheres to the legal provisions for assuring health and safety at work.



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8. Right to freedom of association and collective bargaining

Workers, without exception, have the right to assemble and form a union of their own choosing and to bargain collectively. The employer adopts an open attitude towards the activities of trade unions and their organisational activities. Employee representatives are not discriminated against and can perform their representative functions at the workplace. Where the right of association and the right to collective bargaining are restricted by legislation the employer facilitates the development of equal means for an independent and free association and negotiations and does not obstruct these.

Declaration of the business partner:

- ☐ We hereby confirm that we have received, read and understood the code of conduct for suppliers of the ifm group of companies (April 2020).
We hereby undertake, in addition to our obligations under the agreements with the ifm group of companies to comply with the principles and requirements of the code of conduct for suppliers.
- ☐ We hereby confirm that we have integrated our own code of conduct in our company, which covers all requirements of the ifm group of companies.
We hereby undertake, in addition to our obligations under the agreements with the ifm group of companies to comply with the principles and requirements of our own code of conduct.

Place, date

Signature

Print name, position

Company name