



List-Magnetik Dipl.-Ing. Heinrich List GmbH

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Geschäftsführer / Management Board: Dipl.-Ing. (FH) Heinz-Dieter List, Dipl.-Inform. (FH) Rainer Prigge



Code of Conduct

List-Magnetik Dipl.-Ing. Heinrich List GmbH
Max-Lang-Str. 56/2
70771 Leinfelden-Echterdingen

Leinfelden, dated 09.11.2021

Preamble

List-Magnetik is committed to ecologically and socially responsible corporate management. We expect the same behavior from all of our suppliers.

We also expect our employees to observe the principles of ecological, social and ethical behavior and to integrate them into the corporate culture.

For future cooperation, the contractual partners agree on the application of the following regulations for a joint code of conduct. This agreement is the basis for all future deliveries. The contracting parties undertake to fulfill the principles and requirements of the code of conduct and to endeavor to contractually oblige their subcontractors to adhere to the standards and regulations listed in this document. This agreement comes into force upon signature. A violation of this code of conduct can be a reason for the company to terminate the business relationship including all associated supply contracts.

The Code of Conduct is based on national laws and regulations as well as international agreements such as the United Nations General Declaration of Human Rights, the Guidelines on Children's Rights and Entrepreneurship, the United Nations Guidelines on Business and Human Rights, the international labor standards of the International Labor Organization and the Global Compact of the United Nations.

Requirements for suppliers

Social responsibility

Exclusion from forced labor

No forced labor, slave labor or similar work may be used. All work must be voluntary and employees must be able to terminate their work or employment at any time. In addition, there must be no unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment.



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Prohibition of child labor

Child labor may not be used in any phase of production. Suppliers are requested to adhere to the recommendation from the ILO conventions on the minimum age for the employment of children. Accordingly, the age should not be less than the age at which compulsory schooling ends and in any case not under 15 years. The rights of young workers must be protected and special protective regulations must be observed.

Fair pay

The remuneration for regular working hours and overtime must correspond to the national statutory minimum wage or the minimum standards customary in the industry, whichever is higher. The employees are to be granted all services required by law. The supplier must ensure that the employees receive clear, detailed and regular written information on the composition of their remuneration.

Fair working hours

Working hours must comply with applicable laws or industry standards. Overtime is only permitted if it is done on a voluntary basis. The weekly working time may not regularly exceed 48 hours.

Freedom of association

The right of workers to form and join organizations of their choice and to bargain collectively must be respected. Employee representatives are to be protected from discrimination. They are to be granted free access to the workplaces of their colleagues in order to ensure that they can exercise their rights in a lawful and peaceful manner.

Prohibition of Discrimination

Discrimination against employees in any form is prohibited. This applies e.g. for discrimination based on gender, race, caste, skin color, disability, political conviction, origin, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected.



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Health protection; Safety at work

The supplier is responsible for a safe and healthy work environment. By setting up and using appropriate occupational safety systems, necessary precautionary measures are taken against accidents and damage to health that may arise in connection with the activity. In addition, employees are regularly informed about applicable health and safety standards and related measures. Employees are given access to sufficient drinking water and access to clean sanitary facilities.

Complaints mechanisms

The supplier is responsible for establishing an effective complaints mechanism at the company level for individuals and communities who may be affected by adverse effects.

Dealing with conflict minerals

For the conflict minerals tin, tungsten, tantalum and gold as well as for other raw materials such as cobalt, the company establishes processes in accordance with the guidelines of the OECD (Organization for Economic Cooperation and Development) for the fulfillment of the duty of care to promote responsible supply chains for minerals from conflict and high-risk areas and expects the same from his supplier. Smelters and refineries without adequate, audited due diligence processes should be avoided.

Ecological responsibility

Treatment and discharge of industrial wastewater

Wastewater from operations, manufacturing processes and sanitary facilities must be monitored, checked and treated, if necessary, before being discharged or disposed of. In addition, measures should be introduced to reduce the production of wastewater.

Handling of air emissions

General emissions from operational processes must be routinely monitored, checked and, if necessary, treated before they are released. The supplier also has the task of monitoring its exhaust gas cleaning systems and is required to find economical solutions in order to minimize any emissions.



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Handling of waste and hazardous substances

The supplier follows a systematic approach to identify, handle, reduce and responsibly dispose of or recycle solid waste. Chemicals or other materials that pose a hazard when released into the environment must be handled in such a way that safety is guaranteed when handling these substances, when transporting, storing, using, recycling or reusing them and when disposing of them.

Reduce the consumption of raw materials and natural resources

The use and consumption of resources during production and the generation of waste of all kinds, including water and energy, must be reduced or avoided. This happens either directly at the point of origin or through procedures and measures, e.g. by changing the production and maintenance processes or processes in the company, through the use of alternative materials, through savings, through recycling or with the help of the reuse of materials.

Dealing with energy consumption / efficiency

The energy consumption must be monitored. Economical solutions must be found to improve energy efficiency and minimize energy consumption.

Ethical business conduct

Fair competition

The norms of fair business activity, fair advertising and fair competition must be observed. In addition, the applicable antitrust laws must be applied, which in particular prohibit agreements and other activities that affect prices or conditions when dealing with competitors. Furthermore, these regulations prohibit agreements between customers and suppliers with which customers are to be restricted in their freedom to determine their prices and other conditions in the case of resale autonomously.

Confidentiality / data protection

The supplier undertakes to meet the reasonable expectations of his client, suppliers, customers, consumers and employees with regard to the protection of private information. The supplier must observe the laws on data protection and information security and the official regulations when collecting, storing, processing, transmitting and passing on personal information.



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Intellectual property

Intellectual property rights must be respected; Technology and know-how transfer must take place in such a way that intellectual property rights and customer information are protected.

Integrity / Bribery, Taking Advantage

All business activities are based on high standards of integrity. The supplier must pursue a zero-tolerance policy with the prohibition of all forms of bribery, corruption, extortion and embezzlement. Procedures for monitoring and enforcing the standards are to be used to ensure compliance with anti-corruption laws.

Implementation of the requirements

With regard to supply chains, we expect our suppliers to identify risks within them and to take appropriate measures. In the event of suspected violations and to safeguard supply chains with increased risks, the supplier will inform the company promptly and, if necessary, regularly about the identified violations and risks as well as the measures taken.

By signing this document, the supplier undertakes to act responsibly and to adhere to the listed principles / requirements. The supplier undertakes to communicate the content of this code to the employees, agents and subcontractors in an understandable manner and to take all necessary precautions for the implementation of the requirements.