

# Statement by suppliers of **HE System Electronic GmbH**

from 2007 KW 30

This supplier statement defines the principles and requirements of **HE System Electronic GmbH** on their suppliers of goods and services in respect of their responsibility for man and the environment. **HE System Electronic GmbH** reserves the right to modify these requirements if necessary. In that case **HE System Electronic GmbH** expects their suppliers to accept all reasonable changes.

**The supplier hereby states:**

**Compliance with the laws** of the applicable jurisdiction(s).

## **Prohibition of corruption and bribery**

- not to tolerate any form of corruption or bribery or get involved in it in any way, including any unlawful payment offers or provision of similar benefits to government officials in order to influence their decision making.

## **Respect of the fundamental rights of employees**

- to support the equality of opportunity and treat his employees regardless of color, race, nationality, social background, disability, sexual orientation, political or religious conviction or sex or age;
- to respect the personal dignity, privacy and personal rights of every individual;
- not to force anyone into employment against their will or to do work;
- not to tolerate unacceptable treatment of workers, such as mental hardship, sexual or personal harassment or discrimination;
- not to tolerate behavior (including gestures, language or physical contact) which is sexual, coercive, threatening, abusive or exploiting;
- to ensure appropriate compensation and to pay the minimum wages fixed in national legislation;
- to observe the maximum working hours permitted in the respective country;
- to the extent allowed by law, to respect the employees' freedom of association and not to prefer or discriminate against members of employee associations or trade unions.

## **Prohibition of child labor**

- not to employ workers who are not at least 15 years old. The minimum age can be reduced to 14 years in countries falling under the exception clause for developing countries in the ILO Convention 138.

## **Employee health and safety**

- to accept responsibility for the health and safety of his employees;
- to contain risks and make provision for best possible precautions against accident and industrial disease;
- to provide training and ensure that all employees are instructed in occupational safety aspects;
- to install or apply an occupational health and safety management system based on OHSAS 18001 or an equivalent system.

## **Environmental protection**

- to practice environmental protection as required by statutory norms and international standards;
- to minimize environmental pollution and constantly to improve environmental protection;
- to install or apply an environmental management system on the lines of ISO 14001 or an equivalent system.

## **Supply chain**

- to enforce as far as possible compliance with this supplier statement by his suppliers.
- to observe the principles of non-discrimination in selecting and doing business with his suppliers.