

Code of Conduct

INTRODUCTION, AIM

Supply chain issues in the field of corporate liability are of global importance and play an important role in the companies' competitiveness and international evaluation. IMS Connector Systems (IMS CS) is committed to high business ethics and standards, hence this CODE OF CONDUCT (COC) was established in August 2011 to protect Human Rights, ensure environmental awareness and the protection of labour standards. Standards outlined below apply to all suppliers of IMS CS and their subcontractors and any other providers of goods and services in relationship with IMS CS. IMS CS reserves the right to cease business relationships with suppliers who violate these standards.

HUMAN RIGHTS

We support and respect the protection of internationally declared human rights.

LABOR STANDARDS

IMS CS does not tolerate any kind of forced or bonded labour. Employees understand their employment conditions. Pay and terms comply at a minimum with national labour laws.

CHILD LABOR

No person is employed who is below the minimum legal age of employment, this means the minimum age of completion of compulsory schooling or at least 15 years as set out in Article 2.4 in the ILO Convention No.138 on minimum age.

EQUAL EMPLOYMENT, DISCRIMINATION

Each employee is treated with respect and dignity. No corporal punishment or any physical or verbal abuse is tolerated, unlawful harassment or pressure is prohibited.

All kinds of discrimination based on partiality or prejudice is prohibited such as discrimination based on race, colour, sex, sexual orientation, marital status, religion, political opinion, social status or origin, disability or age and any other characteristic protected by local law, as applicable.

HEALTH & SAFETY

IMS CS provides healthy and safe working environments for its employees.

ENVIRONMENT

Resources are used with responsibility and care. Any operational practice that reduces environmental burden shall be promoted and preferred. Innovative products that contribute to the environmental and social benefits are supported.

ANTI-CORRUPTION

No form of extortion and bribery, including improper offers for payments to or from employees, or organisations, is tolerated.

SUPPLIERS' OBLIGATIONS

Current COC is applicable to all IMS CS locations and to any party that contributes to IMS CS products, services and other business activities. IMS CS requires all Suppliers and their subcontractors comply with this COC. It is the responsibility of the Supplier that all of its employees and subcontractors comply with current COC.