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Datum

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# Code of Conduct for Business Partner

## Preamble

The Syslogic Group is an independent embedded computer manufacturer, focusing on Europe, while also developing other regions, and following a targeted segment and market strategy with highquality customized products and services. The Syslogic Group is committed to fair and cooperative business relations as well as social and ecological sustainability. This Code of Conduct serves the Syslogic Group and its suppliers, subcontractors, partners, etc. (hereinafter "business partner") contracting parties to respond to the different conditions in the global market and to meet the challenges of social responsibility.

## 1. Scope of Application

This Code of Conduct applies to the business partner irrespective on where the business partner and /or its branches and/or its business units are located. The business partner undertakes to support its suppliers in complying with the contents of this Code of Conduct within the scope of its respective possibilities and areas of action. The undersigned company calls upon them to do the same in their supply chains.

## 2. Core Principles

This Code of Conduct is based on the principles of international standards, such as the OECD Guidelines, the ILO Conventions and the ICESCR, as well as country-specific laws and regulations. It reflects the fundamental values of the Syslogic Group: integrity and legality, ethical behavior and sense of responsibility.

### 2.1 Compliance with Laws

The business partner agrees to comply with the applicable laws and other legal provisions of the countries in which it operates.

### 2.2 Prohibition of Corruption

The business partner shall take all necessary measures to prevent corruption and bribery. It will not receive ("passive corruption") or grant ("active corruption") inappropriate advantages from, or against, members of public authorities or private business partners which could lead to an unreasonable advantage in business matters (e.g. OECD Guidelines, FCPA).

### 2.3 Prohibition of Unfair Competition

The business partner shall take all necessary measures to avoid unfair competition. It refrains from illicit market, price or other agreements, such as incorrect or confidential information about Syslogic, Syslogic's products, about competitors of Syslogic or their products (e.g. OECD Guidelines, Sherman Antitrust Act).

### 2.4 Protection of Intellectual Property

The business partner respects and protects the intellectual property and property rights of each party and all third parties (work product, patents, designs, know-how, copyrights, proprietary information, trademarks, etc.).

### 2.5 Privacy Notice and Data Protection

The business partner protects privacy, including personal data. It treats confidential information as such and keeps it secret. It takes necessary measures to comply with applicable privacy laws, regulations and standards (e.g. EU-GDPR, CH-DSG).

## **2.6 Ethics**

The business partner's actions are based on generally accepted ethical and moral values and principles. It avoids conflicts of interest that may affect business relationships or decisions.

## **2.7 Respect and Dignity, Prohibition of Discrimination, Equal Opportunities**

The business partner treats his counterparts with respect and dignity. It treats others equally, fairly and politely. It does not tolerate discrimination or any forms of degrading behavior. It ensures equal employment opportunities for all and equal treatment for all individuals, irrespective of their color, race, national origin, social or economic background, physical/mental limitations, sexual orientation, political or religious beliefs, gender or age. It complies with all applicable federal and local civil rights laws (e.g. OECD Guidelines, UN-Resolution Chapter VII, US-ADA, US-ADEA).

## **2.8 Freedom of Speech**

Freedom of speech and expression of opinion are allowed and respected by the business partner.

## **2.9 Worker's Rights**

The business partner complies with country-specific worker's rights, laws and regulations.

## **2.10 Health and Safety**

The business partner assumes responsibility towards his employees to ensure health and safety in the workplace and to prevent work-related accidents and illnesses, and complies with all applicable regulations and standards (e.g. OSHA).

## **2.11 Harassment Prevention**

The business partner rejects any inappropriate behavior (e.g. mental cruelty, sexual harassment, discrimination, etc.). It prohibits behavior such as gestures, language and physical contact that is sexual, coercive, threatening, offensive or exploitative.

## **2.12 Prohibition of Forced Labor**

The business partner strictly rejects forced or compulsory labor and other forms of slavery or human trafficking and in particular, does not benefit from them (e.g. UK Modern Slavery Act, ILO Convention).

## **2.13 Prohibition of Child Labor**

The business partner rejects any exploitation of children and follows all applicable child labor guidelines, rules, laws and regulations (e.g. UK Modern Slavery Act, ILO-Convention).

## **2.14 Compensation**

The business partner offers fair remuneration, guarantees the applicable minimum wage and complies with the applicable regulations on maximum working hours (e.g. OECD Guidelines, USFLSA).

## **2.15 Compliance with Immigration Law and Policy**

The business partner complies with laws and regulations pertaining to work authorization in the country in which they operate, and takes necessary measures to ensure that it does not employ unauthorized workers (e.g. CH-EntsG).

## **2.16 Responsibility towards the Environment**

The business partner is aware of his obligations towards the environment and complies with all applicable environmental laws and regulations. It assumes responsibility for environmental protection in order to minimize environmental pollution and achieve continuous improvements with regard to environmental protection (e.g. OECD Guidelines).

## **2.17 Supply Chain**

The business partner undertakes to observe and comply with the values and principles set out in this Code of Conduct on a sustainable basis and to flow these requirements down to the third parties commissioned by him.

## **3. Enforcement**

The Syslogic Group has the right to make appropriate changes to the provisions of this Code of Conduct in the event of changes to laws and/or standards. The business partner must acknowledge any such changes.

The Syslogic Group is entitled at all times and with the measures it deems appropriate to check compliance with the Code of Conduct and/or to consult third parties for this purpose.

For violations of this Code of Conduct Syslogic Group reserves the right for adequate sanctions against the respective business partner. This can also lead to an immediate termination of the business relationship and the assertion of claims for damages and other rights.

Questions regarding the Code of Conduct  
[purchasing@syslogic.com](mailto:purchasing@syslogic.com)

**Business partner**

Family name:

First name:

Company:

Position:

Place and date:

Signature of the business partner:

**Syslogic Group**

Syslogic Datentechnik AG  
Syslogic GmbH  
Systronics AG  
Visionlogic GmbH