

bTV technologies gmbh
Code of Conduct



Technology & People

Responsibility for the supply chain



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Note:

For reasons of better readability, the following text refers to all sexes where one particular gender is mentioned.

Foreword

Dear Business Partners and Suppliers,

As demanded by many of our customers, it goes without saying that btv technologies gmbh is committed in the context of its business activities to prevent any human rights violations or negative impact on the environment. With this Policy Statement, we take the opportunity of communicating our own standards to the outside world; in particular, we want to pass them on to our valued suppliers for obligatory implementation with the goal of contributing something to a social, just and environmentally-friendly world.

This **Code of Conduct or Human Rights Policy** is a **Policy Statement**. It is addressed to our business partners and suppliers as well as to our employees in all affiliated locations.

For our personnel in particular, we continue to refer to our Code of Ethics and Conduct, which is available to all employees on our intranet and whose defined behavioural instructions apply throughout the company, regardless of hierarchical levels.

This Code of Conduct is designed to promote social change. We all live on the same planet and share the same finite amount of natural resources. This means we are all to a certain

extent responsible for the happiness or misery of others.

Julio Ortega, CEO

Maximilian Krane, CEO

Sven Vogel, CFO

Wieland Rose, CPO

Andreas Göttig, QM

Laws and regulations

Our suppliers are obligated to comply with existing laws and regulations of the countries where they do business.



Corruption and bribery

We strongly reject any form of corruption or bribery. We likewise strictly reject actions designed to do business with unfair means. This includes any benefits that might interfere with objective and fair business decisions or give the appearance of such an interference.





Human rights, forced labour, child labour

The General Declaration of Human Rights of 1948 is probably the best-known human rights document; at the same time, it constitutes the cornerstone for international human rights protection.

Accordingly, btv technologies gmbh is committed to abiding by human rights in accordance with the applicable human rights charter. Due diligence checks along the supply chain should be obligatory for every company. For this reason, we naturally demand this from our suppliers all along our supply chain. Any form of forced labour and child labour, including wage slavery, is prohibited; and it goes without saying that suppliers are only allowed to hire employees who have reached the minimum age applicable in the region. Our suppliers are pledged to procure goods and their components only from sources that do not deploy forced labour or child labour.



Conflict minerals / Dodd-Frank Act / REACH

Preserving the natural resources for future generations is part of our company's corporate responsibility.

Conflict minerals / Dodd-Frank Act: Disclosure and reporting obligations must be met where they apply.

The Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH Regulation) must be complied with where it applies.



Sustainability and environmental protection

The importance of fostering natural resources and avoiding environmental risks, strengthening CO2 neutrality and contributing to the transition to a low-carbon economy is one of our company's goals and goes hand in hand with sustainability and environmental protection.

Thus our suppliers are also requested by us to adhere to the principles and standards of sustainability and environmental protection. This includes acting in an environmentally responsible way and handling natural resources responsibly. The environmental impact should be constantly minimised, environmental protection in daily business operations improved.

Respecting employees' basic rights; equal opportunity

Excellent employees come from a wide range of backgrounds; they all expect fair and ethical treatment.

Companies with a Code of Conduct ensure potential employees that they will not be discriminated against, sexually molested, intimidated, bullied or exposed to any other form of harassment at the workplace.

The personal dignity, privacy and the personal rights of each and every person must be respected. Any form of discrimination against or physical punishment of employees must under all circumstances be banned; likewise, psychological, sexual and verbal harassment and abuse.

Our suppliers and business partners undertake to uphold equal opportunity and equal treatment of their employees regardless of their ethnic origin, skin colour or sex, religion or worldview, disability, age, sexual identity or political beliefs.





Social responsibility

The suppliers are conscious of their social responsibility with respect to their employees and undertake to comply fully with the social standards applicable at their locations by ensuring a safe and healthy working environment. It goes without saying that working hours comply with local laws and breaks, rest periods and vacation times are adhered to. Industry regulations on working hours and payment are applied.

Advanced training and further education of personnel, so as to develop their potential for achievement, should be an integral part of social responsibility along the entire supply chain.



Confidentiality and data protection

Our suppliers undertake to treat all business and financial data of btv technologies gmbh as well as all business correspondence with confidentiality and only use them for the purposes agreed upon with us. Likewise, all applicable laws and regulations regarding the protection, use and disclosure of internal, confidential and personal data must be complied with.



Information security / ISMS

btv technologies gmbh recommends that suppliers of products and services relevant under the data protection law and/or information security to implement a management system for data protection and information security.

In so doing, recognised standards such as ISO/IEC 27001 or TISAX as well as the BSI IT basic protection may serve as the basis. Such management systems are not binding on suppliers for products and services, however, unless they are explicitly required by contracts.



Supply chain

Regardless of the fact that manufacturers and procurement sources are prescribed to btv technologies gmbh in the context of its logistical services and that suppliers also deliver directly to our customers, we pass on requirements all along the supply chain to foster the common goal of compliance.

We therefore ask our suppliers and at the same time commit them to pass on, in the best way possible, compliance with this Policy Statement to their suppliers in the supply chain.

This Policy Statement contains requirements of our customers that we continuously evaluate and pass on along the supply chain in the best possible way in accordance with their requirements for btv technologies. We do this regardless of the fact that the requirements have most likely been addressed in the supply chain directly through our shared customers to our prescribed suppliers.



Complaints procedure

Any infringement of human rights and environmental regulations, laws as well as any other serious misconduct in the supply chain can be reported; if requested, anonymity will be granted.

Business partners, including our valued suppliers, can also report infringements of this policy to [btv technologies gmbh](#) at any time.

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