

Code of Conduct

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Preamble

Nanotec Electronic GmbH & Co. KG and its affiliated companies – also “Nanotec Group” – takes responsibility toward our employees and business partners, the public and the environment very seriously. The Nanotec Group complies with legal requirements and the accepted standards in its sector and in international business and is committed to respecting fundamental ethics.

This Code of Conduct applies to all Nanotec Group employees and directors, regardless of their job title, responsibilities, seniority or location, within every subsidiary or joint venture where we have control. Additionally, the Nanotec Group promotes the adoption of ethical standards by our stakeholders, including customers, suppliers, and partners.

We have published this Code of Conduct in order to make it easily accessible to our employees, directors and to these other stakeholders, whom we encourage to adopt similar standards.



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Corporate responsibility, human rights, inclusion and diversity

We comply with all applicable local, national and international laws and regulations wherever we do business. In countries with weak institutional frameworks, careful consideration is taken as to which best practices from its own country should be used to support good governance.

It is our policy to use reasonable efforts to ensure that our business transactions with others are in compliance with any applicable economic embargo, sanctioned list, trade, import or export control, or anti-terrorist financing requirements.

The Nanotec Group protects the privacy of individuals and complies with applicable personal data protection laws. Personal data are stored safely and are suitably protected against unauthorized access.

2.1 Fair and healthy working conditions

We are committed to the principles of the Universal Declaration of Human Rights and the United Nations Global Compact, as well as to the ILO (International Labour Organization) Standards.

We comply with regulations that ensure fair working conditions, including those regulating compensation, working hours and privacy, as well as with all applicable health and safety laws ensuring a healthy and safe workplace for our employees.

The Nanotec Group does not tolerate child labor. Business partners must take the necessary actions and not employ persons who are under the legal age for employment.

2.2 Raising concerns and reporting violations

We encourage our employees to speak up freely and without fear of retaliation. Retaliation against individuals who raise good-faith concerns about misconduct occurring in the company is prohibited.

2.3 Inclusion and diversity

We do not allow discrimination on the basis of race, national or ethnic origin, gender, gender identity or gender expression, sexual orientation, pregnancy, marital or parental status, age, disability, religion or belief, or any other characteristic specified under applicable anti-discrimination law or company policy.



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Business integrity

We meet our obligations to prevent money laundering and mitigate general money laundering by carrying out appropriate due diligence on third parties.

We do not tolerate any forms of corruption and bribery. Gifts and hospitality are permissible under certain conditions, provided that they are either associated with promotional measures or are intended to foster business relations or present products or services.

Such benefits may only be given or accepted if they serve a legitimate business purpose and are not intended as compensation for an illegal or improper advantage. The benefit must not be of unreasonable value and must not exceed the limits of customary business practice or the recipient's normal standard of living. The acceptance or offer of gifts or entertainment must be in accordance with internal rules, in particular approval requirements.

Donations and sponsoring activities are generally permitted but must not be used to obtain an unlawful business advantage. We do not conceal any benefits or advantages that could lead to corruption risks.



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Environment and climate protection

The Nanotec Group is deeply committed to protecting the environment and the climate. Our aim is to continuously reduce risks related to the manufacturing, marketing, use, recycling and disposal of our products. Safety, health and environmental aspects are already considered when developing new products and manufacturing processes. Through appropriate environmental guidelines, we minimize within our organization the amount of waste, residues, polluting emissions and wastewater.

We work with government agencies, other companies and the public on environmental issues in a spirit of trust and openness.

If you need to report potential wrongdoing please use the contact form "Tell us" on our website: nanotec.com/eu/en/company/integrated-management



