

Supplier Code 01/07-2013 F&S solar concept GmbH



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Preamble

For F&S solar concept GmbH ("F&S" herein), the consideration of ethical, ecological and social issues is the basis for responsible and sustainable economic activity.

F&S values responsible business dealings in the entire supply chain and trustful cooperation with business associates who comply with the legal provisions and regulations on working conditions, health, workplace safety, environmental protection and the fight against corruption.

With this code, F&S defines principles and requirements for itself and its suppliers who measure up to the F&S model regarding responsibility for humanity and the environment.

F&S thereby expects compliance with this code.

A serious violation of the provisions of this code will be strictly viewed as a breach of a material contractual obligation.

The code is in effect worldwide.

Now, therefore, the contracting party commits to F&S to comply with the following provisions:

1. Conduct in business dealings

1.1

Compliance with applicable local statutes and regulations is mandatory. Moreover, in the case of foreign transactions, the norms of the respective partner country as well as internationally applicable regulations (e.g. trade restrictions) must be observed.

1.2

Competitive advantages must be realised exclusively through entrepreneurial action.

1.3

All types of corruption and collusion are prohibited and are actively combatted through appropriate operational measures.

1.4

The acceptance and granting of benefits that are indirectly or directly liable to influence decisions of employees of F&S or third parties (business associates, regulatory authorities, etc.) in an improper manner are prohibited.

1.5

Commissions, fees and other perquisites that are granted to consultants, representatives or agents must bear a reasonable relationship to the services rendered and be founded on a documented, contractual basis. Cash payments of commissions and fees are strictly improper.

1.6

Any mixture of private and business interests can lead to conflicts of interest and is therefore to be strictly avoided.

1.7

The intellectual property of F&S, particularly business and trade secrets, must be treated confidentially by the contracting party; in particular, it must not be passed on to third parties and shall be properly protected from unauthorised access by third parties.

1.8

The contracting party shall undertake all reasonable arrangements and precautionary measures to ensure proper conduct in the course of business and to prevent violations of law.

This especially also comprises the implementation of an appropriate system that is oriented toward this goal of compliance with regulations and laws within the company.

2. Respect for the civil rights of employees

2.1

The contracting party shall promote equal opportunity and equal treatment of its employees, irrespective of the colour of their skin, race, nationality, social origin, any disability, sexual orientation, political affiliation or religious belief as well as gender or age.

2.2

The personal dignity, privacy and personal rights of every individual are to be respected.

2.3

No one may be employed against his will or forced to work.

2.4

Unacceptable treatment of personnel, such as physical hardship, sexual and personal harassment or discrimination, may not be tolerated.

3. Prohibition of child labour

3.1

The contracting party shall ensure that its operations comply with the applicable legal provisions on the minimum age for gainful employment in the respective country.

3.2

Unless provided by law, the following applies:

Basically, persons under 15 years of age may not be employed.

In countries falling under the exception for developing countries in ILO Convention No. 138, the minimum age may be reduced to 14 years, and to 13 years in the case of light work.

The minimum age for admission to any type of employment or work, which, due to its nature or based on the conditions under which it is performed, can damage the health, safety or morals of youth, may not be less than 18.

4. Working conditions

4.1

Appropriate arrangements must also be ensured on remuneration, hours of work, occupational health and safety of the employees unless relevant statutory provisions exist at the job location.

4.2

The contracting party shall undertake all reasonable arrangements and precautionary measures to reduce or prevent accidents and occupational illnesses. This also includes selection of the production methods and the machinery to be used in a manner that aims toward this objective, the qualified training of staff on the topic of work safety and the implementation of an appropriate work safety management system.

Environmental protection

5.1

Reasonable protection of the environment shall also be ensured against pollution from operations if there are no relevant statutory provisions at the production site.

5.2

The contracting party shall undertake all reasonable arrangements and precautionary measures to minimise environmental pollution from operations and the use of natural resources. This also includes selection of the production methods and the machinery to be used in a manner that aims toward this objective, the qualified training of staff on the topic of environmental protection and the implementation of an appropriate environmental management system.

5. Precautionary operational measures

The contracting party shall have emergency and catastrophe plans available to reasonably protect its employees, the environment and its business associates against the effects of any interruptions of operations — for example, due to natural catastrophes, terrorism and infectious diseases.

In the IT area, the contracting party shall have appropriate software available to protect business data against unauthorised access by third parties or its destruction or damage by third parties — e.g. through computer hacking, computer viruses or worms.

6. Supply chain

The contracting party shall also promote compliance with the terms of this code by its other business associates.

7. Obligation to produce supporting documentation

The contracting party shall, upon request, communicate all information needed for the purpose of monitoring compliance with this code and brief F&S from its side on issues that are not compatible with the provisions of this code.