

Lieferanten Verhaltenskodex - Supplier Code of Conduct

**For suppliers of AST (Advanced Sensor Technologies) International GmbH,
Bärental 26, 75365 Calw, Germany** together with its affiliated companies
- hereinafter referred to as "AST" –

AST understands sustainability as an essential part of its business processes. AST is committed to the highest standards of product quality, safety and business integrity. We want to make sure that the working conditions in our supply chain are safe, that employees are treated with respect and dignity, and that our manufacturing processes are safe and environmentally friendly.

AST has created this Supplier Code of Conduct to integrate its suppliers. As a result, AST expects that the suppliers will adhere to and comply with suitable processes for adhering to and developing these principles and the Supplier Code of Conduct.

This Supplier Code of Conduct applies in addition to the Code of Conduct of AST.

The supplier hereby declares:

- **as a General Rule**
 - comply with and implement the Supplier Code of Conduct and the Code of Conduct of AST.

- **Compliance with the Law**
 - to comply with the laws of the applicable legal systems

- **Labour and Human Rights**
 - to respect the personal dignity, privacy and personal rights of each employee
 - not to employ anyone against his will or to force him to work
 - to maintain equal treatment and equal opportunities for its employees regardless of their skin colour, nationality, race, any disability, political or religious beliefs, sexual orientation, age, gender or social background
 - not to tolerate unacceptable treatment of employees, such as psychological violence, sexual harassment or discrimination, to prevent any behaviour that is coercive, sexual, threatening, abusive or exploitable
 - to ensure adequate remuneration and the statutory minimum wage
 - not to exceed the maximum working hours specified by law in the respective country
 - neither favour nor discriminate against members of workers' organizations or trade unions and recognize the freedom of association of workers, insofar as this is within the legal framework
 - to refrain from and prohibit child labour of any kind

- **Corruption, Bribery, Extortion**
 - not to tolerate any form of corruption, extortion and bribery
 - not accepting or offering gifts, loans, rewards or other benefits from or to any person as an incentive to do something that is dishonest, illegal or breach of trust

- **Health and Safety**
 - -to take responsibility for the safety and health of employees
 - offering courses and training and ensuring that all employees have special knowledge of health and work safety
 - to take the greatest possible precautionary measures against accidents and occupational diseases and to contain health and safety risks

- **Environmental Protection**
 - to observe statutory norms and international standards for environmental protection
 - to minimize environmental pollution and to continuously improve environmental protection
 - to avoid or to continuously reduce all forms of waste

- **Responsible Supply Chain**
 - ensure that all of its suppliers and sub-suppliers comply with the principles of this Supplier Code of Conduct and of the Code of Conduct of AST
 - comply with these principles when selecting suppliers and when dealing with suppliers
 - to ensure compliance with the principles of this Supplier Code of Conduct and of this Code of Conduct of AST among suppliers and sub-suppliers throughout the supply chain

company name: _____

name / title / function: _____

place, date: _____

authorized signature: _____