



SONOTRONIC
ULTRASONICS TECHNOLOGY

CODE OF CONDUCT FOR SUPPLIERS

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PRELIMINARY REMARKS

SONOTRONIC GmbH is committed to ecologically and socially responsible corporate management. We expect the same behaviour from all our suppliers. We also expect our employees to observe the principles of ecological, social and ethical behaviour and to integrate them into our corporate culture. We also strive to continuously optimise our business activities and our products and services in terms of sustainability and ask our suppliers to contribute to this in the sense of a holistic approach.

For future cooperation, the contractual partners agree to apply the following regulations for a joint code of conduct. This agreement shall form the basis for all future deliveries. The contractual partners undertake to fulfil the principles and requirements of the Code of Conduct. Suppliers are requested to contractually oblige their subcontractors to comply with the standards and regulations set out in this document. This agreement comes into force upon signing. A breach of this Code of Conduct may be cause and reason for the company to terminate the business relationship, including all associated supply contracts.

The Code of Conduct is based on national laws and regulations as well as international conventions such as the United Nations Universal Declaration of Human Rights, the Guidelines on the Rights of the Child and Business Conduct, the United Nations Guiding Principles on Business and Human Rights, the international labour standards of the International Labour Organization and the United Nations Global Compact. We expect our suppliers to comply with all relevant laws and regulations as well as the requirements of standards.

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REQUIREMENTS FOR SUPPLIERS

1 SOCIAL RESPONSIBILITY

1.1 EXCLUSION OF FORCED LABOUR

No forced labour, slave labour or comparable work may be used. All labour must be voluntary and employees must be able to leave work or employment at any time. Furthermore, there must be no unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment.

1.2 PROHIBITION OF CHILD LABOUR

Child labour must not be used at any stage of production. Suppliers are required to comply with the recommendation of the ILO conventions on the minimum age for the employment of child labour. Accordingly, the age should not be less than the age at which compulsory education ends and in any case not less than 15 years.

1.3 FAIR REMUNERATION

The remuneration paid to workers must comply with all applicable laws on remuneration, including, for example, laws on minimum wage or overtime. If the statutory minimum wage is not sufficient to cover the cost of living, the business partner is obliged to pay remuneration that covers basic needs. Deductions from wages as a punitive measure are not permitted. The basis on which workers are remunerated is communicated to employees on an ongoing basis by means of a pay slip.

1.4 FAIR WORKING HOURS

Working hours must comply with applicable laws or industry standards. Overtime is only permitted if it is voluntary and does not exceed 12 hours per week, while employees must be granted at least one day off after six consecutive working days. The weekly working time may not regularly exceed 48 hours.

1.5 FREEDOM OF ASSOCIATION

The supplier respects the right of workers to freedom of association, to join trade unions, to appeal to workers' representatives or to join works councils in accordance with local laws. Workers must be able to communicate openly with management without fear of reprisal or harassment.

1.6 PROHIBITION OF DISCRIMINATION

Discrimination against employees in any form is prohibited. This applies, for example, to discrimination based on gender, race, caste, skin colour, disability, political conviction, origin, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected.

1.7 HEALTH PROTECTION, SAFETY AT THE WORKPLACE

The supplier is responsible for a safe and healthy working environment. By setting up and applying appropriate occupational safety systems, necessary precautionary measures are taken against accidents and damage to health that may arise in connection with the work. In addition, employees are regularly informed and trained on applicable health and safety standards and measures. Employees are given access to sufficient quantities of drinking water and access to clean sanitary facilities.

1.8 GRIEVANCE MECHANISMS

The supplier shall be responsible for establishing an effective grievance mechanism at the facility level for individuals and communities that may be affected by adverse impacts.

1.9 DEALING WITH CONFLICT MINERALS

For the conflict minerals tin, tungsten, tantalum and gold, as well as for other raw materials such as cobalt, the company establishes processes in accordance with the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and expects its suppliers to do the same. Smelters and refineries without appropriate, audited due diligence processes should be avoided.

2 ECOLOGICAL RESPONSIBILITY

2.1 TREATMENT AND DISCHARGE OF INDUSTRIAL WASTE WATER

Abwasser aus Betriebsabläufen, Fertigungsprozessen und sanitären Anlagen ist vor der Einleitung oder Entsorgung zu typisieren, zu überwachen, zu überprüfen und bei Bedarf zu behandeln. Darüber hinaus sollten Maßnahmen eingeführt werden, um die Erzeugung von Abwasser zu reduzieren.

2.2 DEALING WITH AIR EMISSIONS

General emissions from operations (air and noise emissions) and greenhouse gas emissions shall be standardised, routinely monitored, verified and treated as necessary prior to release. The supplier is also responsible for monitoring its emission control systems and is required to find cost-effective solutions to minimise any emissions.

2.3 HANDLING OF WASTE AND HAZARDOUS SUBSTANCES

The supplier shall follow a systematic approach to identify, handle, reduce and responsibly dispose of or recycle solid waste. Chemicals or other materials that pose a risk if released into the environment shall be identified and handled in a manner that ensures their safe handling, transport, storage, use, recycling or reuse and disposal.

2.4 REDUCING THE CONSUMPTION OF RAW MATERIALS AND NATURAL RESOURCES

The use and consumption of resources during production and the generation of all types of waste, including water and energy, must be reduced or avoided. This is done either directly at the point of origin or through procedures and measures, e.g. by changing production and maintenance processes or procedures within the company, by using alternative materials, by economising, by recycling or by reusing materials.

2.5 DEALING WITH ENERGY CONSUMPTION/EFFICIENCY

Energy consumption must be monitored and documented. Economic solutions must be found to improve energy efficiency and minimise energy consumption.

3 ETHICAL BUSINESS BEHAVIOUR

3.1 FAIR COMPETITION

The standards of fair business, fair advertising and fair competition must be observed. In addition, the applicable antitrust laws must be applied, which in particular prohibit agreements and other activities that influence prices or conditions when dealing with competitors. Furthermore, these regulations prohibit agreements between customers and suppliers that are intended to restrict customers in their freedom to determine their prices and other conditions for resale.

3.2 CONFIDENTIALITY/DATA PROTECTION

The supplier undertakes to fulfil the reasonable expectations of its client, suppliers, customers, consumers and employees with regard to the protection of private information. The Supplier shall comply with data protection and information security laws and governmental regulations when collecting, storing, processing, transmitting and disclosing personal information.

3.3 INTELLECTUAL PROPERTY

Intellectual property rights must be respected; technology and expertise must be transferred in such a way that intellectual property rights and customer information are protected.

3.4 INTEGRITY/BRIBERY, TAKING ADVANTAGE

The highest standards of integrity must be applied to all business activities. The Supplier shall have a zero tolerance policy against all forms of bribery, corruption, extortion and embezzlement. Procedures for monitoring and enforcing standards shall be implemented to ensure compliance with anti-corruption laws.

IMPLEMENTATION OF THE REQUIREMENTS

We expect our suppliers to identify risks within their supply chains and to take appropriate measures. In the event of suspected violations and to safeguard supply chains with increased risks, the company requires disclosure of the supply chains.

The company checks compliance with the standards and regulations listed in this document using a self-assessment questionnaire and sustainability audits at suppliers' production sites where necessary.

The company reserves the right to take appropriate measures against suppliers who do not fulfil these requirements, which may ultimately lead to the suspension or termination of a supply relationship.

ACKNOWLEDGEMENT AND CONSENT OF THE SUPPLIER

By signing this document, the supplier undertakes to act responsibly and to comply with the principles/requirements listed. The supplier confirms that it effectively communicates the content of this Code to employees, agents, subcontractors and suppliers and ensures that all necessary precautions are properly implemented.

Company name

Place, Date

Name, Position

Signature

Company stamp