

# CODE OF CONDUCT

June 2015

It is essential to the Elektro-Isola group that the employees who directly or indirectly take part in the production of Elektro-Isola products, whether in our factories or in our supplier factories, are treated with respect and dignity, provided with decent working conditions and exposed to environmentally responsible manufacturing processes. By promoting the Elektro-Isola group code of conduct in our supply chain we want to commit Elektro-Isola suppliers, and their sub-contractors to produce components and supply services to the Elektro-Isola group in an ethical and responsible manner.

**Therefore, we expect our suppliers to...**

## Child Labour

...proscribe child labour and don't use them to achieve their economical aims. Their health and safety has never to be questioned.

## Health and Safety

...respect the compliance with health and safety in line with national regulations to the weal of their personnel.

## Working Hours

...respect the compliance with the particular national regulations and agreements concerning working hours.

## Discrimination

...guarantee equal opportunities and equal treatment regardless of sex, race, ethnical origin, religion or view of life, disability, age or sexual orientation.

## Remuneration

...respect the guaranteed minimum wage aligned with national regulations.

## Forced Labour

...neglect forced labour in any form.

## Freedom of Association

...acknowledge the basic right of all personnel to negotiate regulations on working conditions in mutual interests by an employee representative.

## Fair Competition

...confess to a competition with fair means and the adherence to the applicable trust and trade law.

## Integrity in Business Dealings

...tolerate no corruption, including bribery.

## Principles of Sustainability

...operate in terms of environment protection as well as health and safety of the people.

## Compliance with Foreign Trade Laws

...follow all national and international foreign trade laws.

## Fair and Respectful Working Conditions

...develop the association between personnel to promote mutual respect, understanding and trust.

## Protecting Intellectual Property Rights and Respecting those of others

...protect company secrets so that they cannot be given to a third party. The trade mark rights are to be respected as well.

## Separating Corporate and Personnel Interests

...make sure that the personnel keep the interests of the company and their own separately.

## Cooperation with Authorities

...endeavour to maintain a cooperative relation to authorities.

## Supply chain

...request that subcontractors agree to this code of conduct.

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*Dedication in Composites*