

Sustainability requirements for suppliers



messtechnik

EMC Test and Measuring Systems

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1 Principle

Our suppliers and business partners are committed to fulfilling their social responsibility in all their business activities. Suppliers must comply with the principles set out in this Code of Conduct by providing appropriate resources within their companies and incorporating all principles applicable to them into policies and procedures.

2 Child labour and young workers

We reject child labour in our supply chain. Suppliers must avoid any kind of child labour in their companies. Employees under the legal minimum age are not employed.

3 Wages, benefits and working time

Suppliers must comply with the applicable legal regulations on working time. Remuneration must be paid regularly, punctually and in full to employees in accordance with applicable laws and must be in compliance with applicable national laws on remuneration. Remuneration and other benefits shall provide employees and their families with an adequate standard of living.

4 Forced labour

Our suppliers do not engage in any form of human trafficking or forced labour.

5 Freedom of association

The right to freedom of association and collective bargaining is protected at our suppliers.

6 Occupational health and safety

Suppliers shall comply with national standards for a safe and hygienic working environment and, within this framework, shall take appropriate measures to ensure health and safety in the workplace so as to ensure healthy employment conditions.

7 Discrimination and harassment

Equal treatment of all employees must be a fundamental principle of suppliers' corporate policy. Discriminatory behaviour typically relates, consciously or unconsciously, to irrelevant personal characteristics such as age, disability, ethnic origin, marital status, gender, gender expression and identity, genetic information, national origin, physical characteristics, political affiliation, pregnancy, religion, social origin, sexual orientation, trade union membership or any other unlawful criterion. Suppliers must ensure that their employees are not harassed or discriminated against in any way.

8 Corruption, extortion and bribery

Our suppliers do not tolerate corruption, extortion or bribery. They shall not accept or offer bribes or other unlawful inducements (e.g. kickbacks) in business dealings with business partners or public officials. Suppliers may not offer any gifts or other benefits for personal gain to the employees of mk-messtechnik GmbH which could be regarded as bribery. As a matter of principle, gifts or hospitality may not be used to influence a business relationship in an unfair manner and may not violate applicable laws or ethical standards.

9 Data protection and intellectual property

Suppliers undertake to use confidential information in an appropriate manner and to protect it accordingly. They must ensure that data worthy of protection and the valid intellectual property rights of their own employees and business partners are secured. Information systems containing confidential information or data of customers and business partners shall be appropriately managed at the supplier's premises and protected against unauthorised access and the unauthorised use, disclosure, modification or destruction of the data. Suppliers shall collect personal information only for legitimate business purposes, use it only in a legal, transparent and secure manner and disclose it only to persons authorised to access it. They shall protect the information in accordance with security regulations, keep it only as long as necessary and oblige third parties with access to personal information to protect it.

10 Financial responsibility

Suppliers are committed to providing appropriate business continuity plans for the operational activities that support our customers' business.

11 Disclosure of information

Our suppliers commit to promptly address critical issues that could negatively impact the quality of goods and services. They grant us the right to assess their sustainability performance with reasonable notice.

12 Fair competition and antitrust law

Suppliers shall ensure fair competition and comply with applicable competition and antitrust laws. They shall not enter into any anti-competitive agreements with competitors, suppliers, customers or other third parties.

13 Conflicts of interest

Suppliers must inform mk-messtechnik GmbH of any situation that could lead to a conflict of interest, e.g. if employees of mk-messtechnik GmbH enjoy professional, private and/or significant financial advantages or have shareholdings in a company of the supplier.

14 Plagiarism

Suppliers undertake to implement all necessary and appropriate measures within their area of responsibility to ensure that neither customer products nor their workable components or raw materials nor the corresponding know-how fall into the hands of counterfeiters, smugglers, thieves or other unauthorised third parties or leave the legitimate supply chain.

15 Intellectual property

Suppliers must use confidential information in an appropriate manner and protect it accordingly. Suppliers must ensure that data worthy of protection and the valid intellectual property rights of their own employees and business partners are safeguarded.

16 Export controls and economic sanctions

Suppliers agree to comply with export control regulations and applicable economic sanctions applicable to their business and to provide accurate and truthful information about them to customs and other authorities as required.

17 Protection against retaliation

Suppliers shall therefore promote and establish communication channels for their employees so that they can lodge complaints or report possible unlawful conduct without fear of repression, intimidation or harassment. Each communication is treated confidentially. You continuously encourage your staff to report misconduct in relation to the Code of Conduct.

18 Waste prevention

Suppliers must ensure safety and compliance in the handling, storage, transport, disposal, recycling and reuse of waste, waste gases and waste water. Activities that may have a negative impact on human health or the environment must be adequately managed, measured and controlled. The release of hazardous substances must be minimised.

19 Energy consumption and greenhouse gas emissions

Suppliers shall use natural resources (e.g. water, energy sources, raw materials) sparingly and conserve them. In order to preserve renewable natural resources, suppliers shall support the application of generally accepted sustainability standards and certifications. Negative impacts on the environment and climate caused by suppliers themselves or within their supply chain shall be minimised at source and better avoided. Their practices shall comply with the principles of the circular economy, such as material reduction and substitution, as well as return, shared use, maintenance, reuse, remarketing, remanufacturing, refurbishment and recycling. Suppliers shall engage in the development and use of environmentally and climate friendly products, processes and technologies. Suppliers shall commit to minimising greenhouse gas emissions.

20 Responsible chemicals management

Suppliers must ensure that no products are supplied that contain metals whose source minerals or derivatives originate from a conflict region where they directly or indirectly contribute to the financing or support of armed groups or cause or promote human rights violations.

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