

Engpassmanagement	ISO zertifiziert	t: +49 (0)89 4142419-0
Preisoptimierung	9001:2015	f: +49 (0)89 4142419-99
Rahmenvertrag	14001:2015	info@ic-direct.com
Überbestand	14064-1:2019	www.ic-direct.com
Nachhaltigkeit	DIN EN 61340-5-1	



Code of Conduct

Preamble:

This Code of Conduct defines the principles and requirements for our suppliers and business partners. IC-Direct GmbH commits to complying with all applicable laws and regulations, ensuring the respect and adherence to human rights, social standards, and environmental protection. We are also committed to the principles of the United Nations Global Compact. The United Nations Global Compact contains 10 principles that cover the topics of human rights, labor standards, environmental protection and anti-corruption.

We expect our suppliers and business partners to share these commitments and adhere to all applicable rights and regulations.

Compliance with Laws:

- Apply and comply with the laws and regulations of the respective applicable legal jurisdiction.

Human Rights:

- Ensure the observance of human rights and promote equal opportunities and treatment. Pay particular attention to the rights of women, children, ethnicity, political affiliation, social origin, and individuals with special needs.
- Respect and uphold the personal dignity, privacy, and individual rights of each employee.
- Maintain zero tolerance for forced and compulsory labor, as well as forced labor recruitment or human trafficking.
- Advocate for the abolition of child labor, meaning compliance with the minimum age for employment and commitment to adhering to youth labor protection laws.
- Adhere to minimum wage requirements and ensure the payment of wages and benefits in accordance with applicable laws and regulations.
- Ensure that working hours comply with applicable laws regarding regular and overtime regulations.
- Recognize the freedom of association for employees and the formation of unions and other labor organizations.

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Safety and Health Protection:

- Adherence to all applicable laws and regulations regarding occupational safety and health protection for employees.
- Continuous improvement of occupational safety and health protection is mandatory for all.
- Annual training within the occupational safety and health management system.

Compliance and Fair Business Practices:

Adherence to all applicable laws and regulations, with particular emphasis on the following points:

- Zero tolerance for corruption and bribery, including payments of bribes or provision of other benefits that could influence a decision.
- Compliance with all applicable competition and antitrust laws, as well as relevant regulations.
- Protection and preservation of intellectual property, internal data, and the confidential handling of sensitive information in accordance with the GDPR and internal processes.
- Avoidance of internal and external conflicts of interest in all business relationships with IC-Direct GmbH.

Import and Export Regulations:

- Adherence to applicable export control and customs regulations and the respective laws is ensured, with particular attention given to checking and complying with applicable sanction lists and existing embargoes.

Environmental Protection and Sustainability:

- Adherence to legal norms and standards for environmental protection, minimizing environmental impact, and continuous improvement of environmental protection are integral parts of the implemented environmental management system.

Complaint Mechanism:

- Employees have the opportunity to report violations of the Code of Conduct principles internally without fear.

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Conclusion:

We take our social, ecological, and ethical responsibilities seriously and expect the same from our stakeholders. Sustainability is a crucial aspect of IC-Direct's development, including the establishment of sustainable business relationships. The company and its stakeholders are committed to integrity and fairness towards all interest groups.

In addition, our policies and the Code of Conduct for Stakeholders are based on the following documents:

- United Nations - Global Compact
- United Nations - The Universal Declaration of Human Rights (UDHR)
- OECD - Guidelines for Multinational Enterprises
- ILO - Tripartite Declaration of Principles concerning Multinational
- ISO 9001:2015
- ISO 14001:2015
- ISO 14064-1:2019

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