

CODE OF CONDUCT FOR SUPPLIERS TO THE OCS OPTICAL CONTROL SYSTEMS GMBH

The code of conduct of OCS Optical Control Systems GmbH establishes different rules of conduct for the daily work, which must be observed by the OCS employees. We expect the business partners of OCS, namely the suppliers, to behave in the spirit of the OCS Code of Conduct.

The aim of the Supplier Code of Conduct is to define minimum sustainability requirements for OCS suppliers. These cover the following areas:

Human Rights & Working Conditions

OCS does not tolerate child labour, and suppliers must prevent any form of child labour. In addition, the supplier is obliged to comply with applicable laws and collective agreements. This includes, where applicable, regulations on working hours and rest periods. It shall provide employees with a safe and healthy working environment that minimises the number of work-related injuries and improves product and service quality, consistency of production, employee retention and morale.

OCS does not tolerate any forms of forced labour or modern slavery, including but not limited to forced, bonded and compulsory labour and human trafficking. The supplier shall treat each employee with dignity and respect and shall create equal employment opportunities and conditions that reflect the individual's ability to perform the work, regardless of the employee's characteristics. OCS attaches great importance to social engagement & responsibility.

Environmental Protection & Awareness Raising

The supplier shall comply with applicable laws and regulations as well as internationally recognised standards for environmental protection. OCS expects its suppliers to reduce their negative environmental impact by protecting the environment, conserving natural resources and continuously striving to reduce the carbon footprint of their production, products and services throughout their life cycle.

Business Integrity

OCS is convinced that fair and lawful corporate governance is essential to build trust with suppliers. No tolerance for corruption or bribery, in particular payments, bribes or other benefits chosen to influence decisions. The supplier must comply with applicable competition and antitrust laws and regulations. Furthermore he guarantees the confidential handling of relevant business, financial and technical data as well as business correspondence of OCS GmbH. The supplier must observe the laws on data protection and information security and the official regulations when collecting, storing, processing, transmitting and passing on personal information. Furthermore the supplier does not insure the appropriation of copyright property of OCS or other companies.