

Code of Conduct of 4D electronic GmbH - Responsibility, Integrity & Fairness

The reputation of 4D electronic GmbH as a provider of high-quality products and services in the field of electronic components and cable assembly is a key competitive advantage. A fundamental basis for the trust placed in us by customers, suppliers, business partners, and the public is our commitment to complying with legal requirements, ethical standards, and internal company policies - in short: compliance.

Each individual's behavior plays a critical role. This Code of Conduct defines binding principles and standards that provide guidance in daily work and help strengthen our corporate image. It applies to all employees of 4D electronic GmbH, both direct and indirect. In countries with stricter legal requirements, those must also be observed.

1. Compliance with Laws and Responsible Conduct

Compliance with applicable laws, government regulations, and internal company guidelines is mandatory. Integrity and lawful behavior are essential for sustainable business success. All employees are expected to be familiar with the applicable legal framework and to act accordingly.

Violations may not only result in individual criminal or civil consequences but can also seriously harm the company. Anyone who breaches the law or internal rules must expect disciplinary consequences.

2. Fair Business Practices and Ethical Partnerships

Fair Competition

4D electronic GmbH is committed to open and fair competition. Our market behavior must be transparent, lawful, and marked by integrity. We explicitly reject unfair practices, particularly price-fixing, market-sharing, or other antitrust violations. Abuse of a dominant market position - especially in purchasing - is strictly prohibited.

Anti-Corruption and Improper Influence

We win contracts through performance and quality, not through unfair methods. Corruption, bribery, or offering benefits to influence business decisions are strictly prohibited. No employee may offer or grant any improper advantages in connection with acquiring, processing, or awarding contracts.

Hospitality and gifts are permitted only if they are socially appropriate, legally allowed, and reasonable in scope and value. They must never give the impression of influencing decisions and must be clearly documented. Cash gifts are always prohibited. This applies especially in dealings with public officials, where stricter standards apply.

Acceptance of Benefits

Requesting or accepting personal advantages is not allowed if such actions could influence business decisions. Low-value promotional gifts or invitations are permitted if they comply with local customs and legal standards. In cases of doubt, prior approval from a supervisor must be obtained.

Sitz der Gesellschaft

4D electronic GmbH
Marchenbacher Straße 8b
85406 Gerlhausen
AG München / HRB 201725
Ust-Id-Nr.: DE224660814

Bankinformation:

Büro HE + Logistik

4D electronic GmbH
Landwehrstraße 17
63667 Nidda
Tel. (0) 6043-988 50-0
Fax (0) 6043-40 56-23

Freisinger Bank

Büro BY

4D electronic GmbH
Marchenbacher Str. 8b
85406 Gerlhausen
Tel. (0) 8168-99 72-0
Fax (0) 8168-16 64

BIC: GENODEF1FSR

Geschäftsführerin

Tünde Schwitzgöbel
Zertifiziert nach
DIN EN ISO 9001
www.4D-electronic.de
info@4D-electronic.de

IBAN: DE67 7016 9614 0000 2155 54

Confidentiality and Intellectual Property Protection

Our technological leadership depends on innovation and knowledge. Every employee is responsible for protecting company know-how and intellectual property. Confidential business information must not be shared externally and should only be used for official purposes. Likewise, we respect the intellectual property rights of others and comply with contractual confidentiality obligations.

Avoiding Conflicts of Interest

Personal interests must never interfere with professional duties. Business relations involving close personal ties must adhere to standard market conditions. Secondary employment or participation in competitor companies must be disclosed to and approved by management. In case of potential conflicts, employees must proactively inform their supervisors to find appropriate solutions.

Data Protection

We treat personal data with the utmost care. Any processing of data related to employees, customers, or partners must comply with applicable data protection laws and internal policies. Confidentiality and data security are to be maintained at all times - for both internal and external data.

3. Respectful Treatment of Employees

Appreciation and Equal Opportunity

Our employees are our most valuable asset. We are committed to respectful interaction, collaboration, and equal opportunities. We do not tolerate discrimination of any kind - based on ethnicity, gender, religion, ideology, disability, age, or sexual orientation.

All personnel decisions, including hiring, remuneration, training, and promotions, are based solely on qualifications, performance, and suitability. Mutual respect between colleagues and between employees and supervisors is a fundamental principle.

Support and Development

4D electronic GmbH actively supports the professional and personal development of its employees. We recognize exceptional performance and promote talents who contribute to long-term success through competence and commitment. We foster a safe, motivating work environment that encourages responsibility and innovation.

4. Responsible Use of Company Property

Company resources, equipment, and assets may only be used for business purposes. Employees must handle all resources entrusted to them with care and protect them against loss, damage, or misuse. Personal use of company property is only permitted with prior approval.

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5. Adherence to the Code of Conduct

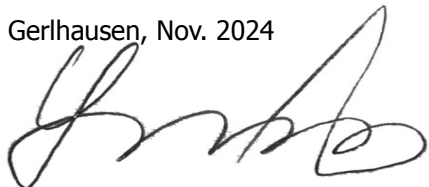
All employees receive a copy of this Code of Conduct. The values and rules it contains are integral to our corporate culture and daily business activities. Managers have a special responsibility to communicate its contents and ensure compliance within their teams.

In case of questions or uncertainties, supervisors are the first point of contact. All employees are encouraged - and required - to report any known or suspected violations of this Code of Conduct to their direct supervisor or the relevant internal office. Reports will be treated confidentially and investigated seriously.

Final Statement

This Code of Conduct is aligned with the principles of the CECED Code of Conduct and reflects internationally recognized standards for ethical, sustainable, and lawful business conduct. 4D electronic GmbH is committed to upholding human rights, adhering to environmental and social minimum standards, and promoting transparency and fairness - both within our company and throughout our global supply chain.

Gerlhausen, Nov. 2024

A handwritten signature in black ink, appearing to read 'Tünde Schwitzgöbel'.

Tünde Schwitzgöbel

- CEO -

Sitz der Gesellschaft

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