

Code of conduct for suppliers of KACO new energy GmbH

The following needs according to Corporate Social Responsibility and Compliance apply to all suppliers of KACO new energy GmbH according to the guidelines of the CECED¹!

1. Laws and regulations

All signatory members shall comply with the applicable laws and regulations of those countries where they conduct business and expect their suppliers to do likewise.

2. Forced labour

There shall be no use of forced labour in any form. This includes forced prison labour, bonded labour, or otherwise.

3. Child labour

There shall be no use of child labour. Unless local law stipulates a higher age limit, no person younger than the age for completing compulsory education or younger than 15 (except as provided for by ILO convention No. 138) shall be employed. Workers under the age of 18 shall not perform hazardous work and may be restricted from night work with consideration given to educational needs.

4. Harassment

Employees shall not be subject to corporal punishment or to physical, sexual, psychological or verbal harassment or abuse.

5. Compensation

Wages, including overtime and benefits, shall equal or exceed the level required by applicable law and regulations.

6. Hours of work

Unless national regulations require less maximum hours of work, and except under extraordinary business circumstances, employees shall not, on a regularly scheduled basis, be required to work a standard work week of more than 48 hours per week or a total work week of more than 60 hours (including overtime). Workers shall be provided at least one day off in every seven-day period, except in extraordinary business circumstances.

7. Non-discrimination

All employees shall be treated strictly according to his or her abilities and qualifications in any employment decisions, including but not limited to hiring, advancement, compensation, benefits, training, layoffs and termination.

8. Health and Safety

Employers shall provide a safe and healthy working environment to prevent accidents and injury and, when applicable, safe and healthy residential facilities, with applicable local law as a minimum.

9. Freedom of Association and Collective bargaining

Employers shall recognize and respect the legal right of employees to freedom of association and collective bargaining.

10. Environment

Companies will comply with environmental regulations and standards applicable to their operations, and will observe environmentally conscious practices in all locations where they operate.

11. Communication

It is the responsibility of each signatory to this Code to communicate the requirements to all employees and its suppliers.

¹ CECED = European Committee of Domestic Equipment Manufacturers



KACO new energy GmbH reserves the right to audit adherence to this Code of Conduct by its suppliers at any time and without prior notification or to have adherence audited by independent third parties whereby such inspections of the premises of suppliers as are necessary shall be in agreement with them and undertaken in accordance with prevailing legislation.

If any violation of applicable laws or of this Code of Conduct is established, KACO new energy GmbH must be informed immediately. In this event KACO new energy GmbH reserves the right to terminate the business relationship.