

# Code of Conduct

## Preamble

Good governance is an essential component of a modern company managed with sustainable success. It should make an effective contribution to giving our company an up-to-date, sustainably successful orientation, and ensure that we deal with our employees and all other stakeholders responsibly.

As an Amphenol Corporation company, Intelligente Sensorsysteme Dresden GmbH (i2s) actively implements the common value base rooted in these compliance rules for social and corporate responsibility, thus helping to maintain the Group's reputation as a whole.

The interested parties expect us to behave appropriately, and we all share a responsibility for preserving the good standing of i2s in public, and vis-à-vis our business partners and employees.

The Code of Conduct (Code) is the mandatory guideline for the day-to-day business activities of all managers and employees of i2s. The Management of i2s expressly supports all initiatives for a successful implementation of this Code.

i2s also requires that its suppliers and service providers comply with the rules agreed in this Code.

## 1. Structure of the company

The corporate and information structures must permit the company management to assess at all times the economic and financial situation of the company and the compliance with the values and goals agreed.

The company's reporting and information policy must permit

- the stakeholders to gain an appropriate impression of the economic and financial situation of the company and the compliance with the values and goals of its owners,
- and permit interested parties to familiarize themselves with the key aspects of business activities of the company and understand its strategy and strengthen the bond to the company.

Our business relationships are personal and reliable, and we communicate freely based on mutual trust. We are always a personal, competent and reliable partner. We cooperate fairly, trustingly, openly and purposefully with our business partners, and expect them to do the same.

## 2. Our principles and values

Our principles and values are the foundation of our actions. They provide guidance for our everyday work and when dealing with colleagues, partners and society:

- Expertise and responsibility
- Partnership
- Focus on staff
- Quality leadership
- Sustainability

### 3. Our basic understanding of socially responsible corporate management

Corporate management develops the strategic direction of our company, taking the values and goals of the owners into account: it coordinates this strategy regularly with the owners and implements it.

Corporate management ensures compliance with the legal regulations and company-internal guidelines and an appropriate opportunity and risk management in the company in accordance with the values and goals of the Amphenol Corporation.

We are not only responsible for jobs and turnover, we are also responsible for fair competition and risk avoidance in the long term. Transparency and clear responsibilities, combined with a zero-defect tolerance policy, help avoid damage and secure our long-term commercial success.

The interests of our company always have priority over the personal interests of individuals.

Every manager serves as a role model and bases their actions on our corporate guidelines.

We manage with a team focus.

### 4. Our ethical convictions

Our goal is to create a corporate climate of transparency and responsibility and to continuously demonstrate that breaches of the rules shall not be tolerated internally and externally.

All of our employees are required to perform their work impeccably, in moral, legal and ethical terms.

We separate company and private interests and avoid conflicts of interest. Business decisions and activities are made for the good of our company and must not be influenced by personal interests and relations.

We condemn corruption, blackmail and any kind of undue advantage and bribery. Employees must not request, accept or grant any unjustified advantages as part of their work. This does not include occasional gifts of symbolic value or appropriate invitations to events or meals, provided they do not contravene the principles in these compliance rules and local customs.

We reject child and forced labor.

For our products, we ensure that any materials used are conflict-free in origin in accordance with the OECD Due Diligence Guidelines<sup>1)</sup> and that our suppliers are aware of potential connections between raw material production and armed conflicts, culminating in gross violations of human rights.

Together with our suppliers, we ensure that i2s products comply with the SEC rules<sup>2)</sup> such that they can be deemed "DRC conflict-free"<sup>3)</sup>.

We protect company property against abuse and do not break any laws.

We are committed to the internationally recognized labor and social standards<sup>4) 5) 6)</sup> and observe valid DIN standards and trademark laws.

We always observe the dual control principle for legally valid agreements and payment transactions.

Every employee can confidentially seek advice and help if they find indications of legally dubious actions in their working area.

## 5. Our employees

We treat one another fairly and respectfully and seek an open and trust-based communication at all levels of our company hierarchy. We maintain an open management style, which does not focus on hierarchies, and we do not tolerate any form of bullying.

We communicate the company principles, visions and goals, so that our employees can identify with them, take responsibility and contribute to the long-term success of our company.

Occupational health and safety are fundamental basic values to which our company feels committed. The health of our employees is a valuable asset. It goes without saying that we comply with relevant safety regulations.

We promote the professional and personal development of our employees and encourage them to contribute their creativity and their potential for mutual success.

We develop our employees with internal and external training courses and seminars.

We expect our employees to be highly motivated to reach the agreed goals.

We treat our employees fairly in terms of appropriate working hours, regular recreation periods and performance-appropriate compensation. We are guided by the industry-specific, standard local pay and benefits that ensure an appropriate standard of living for our employees and their families

We are an equal opportunities employer, and hire without discrimination based on race, skin color, gender, religion, ideology, political convictions, age, sexual orientation, health handicap, membership of an ethnic group or origin. We prohibit discriminations of any kind in this context within our company.

We create the conditions required to foster personal initiative and entrepreneurial activities by our employees. Our managers speak with their staff regularly about their career development and foster their willingness to learn. We also require our managers to agree targets and determine priorities with their employees.

We stand by the company partnership with the employee representatives, and cooperate with them trustingly and openly in mutual respect.

We recognize and respect the legal right of employees to freedom of association.

## 6. Our customers

We focus on the needs of our customers and develop personal and reliable business relationships. We strive to be a competent, credible and active partner for our customers.

We consistently use feedback from our customers to improve our business processes.

We help our customers position their products successfully on their markets. To do so, we are constantly developing and optimizing our products and services, adding value for our customers and therefore also for our company.

We treat all of our customers equally (no discrimination, no refusal to supply, no selective sales). Our business processes are subject to continuous reviews to optimize our workflows. We actively take opportunities to improve.

We strictly comply with applicable international trade regulations when trading with our customers and follow the rules and regulations for import and export controls, including any embargoes.

## 7. Our suppliers and partners

We are a reliable partner at all times for business partners and communicate openly and purposefully. We maintain and expect a fair and trust-based cooperation with our suppliers and partners.

We expect our suppliers and partners to help us fulfill our responsibility and satisfy the above-mentioned key principles by respecting our values and requirements, and integrating them in their own business practices, as well as passing on these commitments to their own suppliers, where applicable.

We expect our suppliers and business partners to strictly comply with all applicable laws governing the import and export of goods, services and information, including existing sanctions lists.

## 8. Environmental protection and sustainability

We take precautions to protect the environment and strive to treat the environment with the due care and observe the valid environmental and legal regulations.

The workflows in the production and supply chain are designed to use available resources efficiently and minimize the environmental impact.

Our suppliers are called upon to support us in promoting, developing and distributing of environmentally friendly technologies. i2s expects its service providers and suppliers to establish and implement an appropriate environmental management system and actively contribute to avoiding environmental pollution and hazards in their operations.

We minimize the impact on humans and the environment caused by manufacturing, warehousing, transporting, distributing and disposing of our products.

The disposal of waste and waste water is carried out in accordance with the relevant legal provisions and regulations.

## 9. Data protection and handling of information

We protect the personal data of employees, former employees, customers, suppliers and other affected parties. We collect, gather, process, use and store personal data strictly in accordance with legal provisions.

We practice open and truthful reporting and communication on the company's business transactions to investors, employees, customers, business partners, the public in general and government institutions. Each employee ensures that both internal and external reports, records and other documents of the company are in compliance with the applicable legal rules and standards and are therefore always complete and accurate, and are timely and system-compatible.

## 10. Financial responsibility, prohibition of money laundering and economic sanctions

We ensure that the recording of all business data is traceable, timely, complete and accurate, and in compliance with applicable financial reporting laws. We do not tolerate deliberately false or misleading entries being made by employees or inducing others to do so.

We combat all forms of money laundering and terrorist financing. We ensure that our actions comply with applicable national and international anti-money laundering regulations and established sanctions regimes. We expect our business partners to do the same.

## 11. Infringements

All employees are called upon to notify their line manager or the personnel department of infringements against the i2s rules of conduct. Protection of the reporting persons and the proper processing of infringements reported are ensured. It is the duty of every manager to ensure that all employees know the rules of conduct and observe them. In the event of questions on the rules stated in this Code, contact your line manager.

Dresden, December 2021

The Management

**Intelligente Sensorsysteme Dresden GmbH**

## References:

- 1) OECD Guidelines: <http://mneguidelines.oecd.org/>
- 2) SEC Rules: <https://www.sec.gov/about/laws/securitiesregs.htm>
- 3) Conflict minerals, Dodd Frank 1502 of SEC (U.S. Securities and Exchange Commission):  
<https://www.sec.gov/News/Article/Detail/Article/1365171562058#.UvO6RyhrjZw>
- 4) International Labor Standards (ILO): [www.ilo.org/global/standards/lang--len/index.htm](http://www.ilo.org/global/standards/lang--len/index.htm)
- 5) OHSAS 18001 Health & Safety Standard: <http://www.ohsas18001-occupational-health-safety.com/>
- 6) United Nations Global Compact: <https://www.unglobalcompact.org/>