

TIS GmbH Supplier Code of Conduct

TIS Technische Informationssysteme GmbH is a medium-sized family company from Germany. Founded in 1985, the company quickly developed into one of the market leaders in the field of radio communication. With the focus on the transport and logistics industry, TIS GmbH has also become an essential source of know-how in mobile software and hardware development.

In addition to good working conditions and trusting partnerships, we are also paying attention to a good environmental balance. We are aware of our responsibility and therefore established our own principles which guide us in our business practices.

We expect all of our suppliers, including subcontractors, i.e. all companies who do business with any company or division of the TIS GmbH, to adhere to the same ethical standards. For this purpose, TIS GmbH has produced this Supplier Code of Conduct (SCoC), which sets the minimum standards for doing business.



Laws and ethical standards

The supplier shall comply with all laws applicable to its business. The supplier shall support the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights, the UN Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises as well as the 1998 International Labor Organization Declaration on Fundamental Principles and Rights at Work, in accordance with national laws and practice. This especially applies to:



Human rights and fair labor practices

Child labor

The supplier shall not employ children under the legal age of employment in any country or local jurisdiction. The supplier shall apply a minimum working age of 15 years, even where local legislation permits younger children to be employed. Workers under the age of 18 shall only perform work in accordance with legal requirements of their country of employment (e.g. with regards to working time and working conditions) and subject to any requirement regarding education or training.

Forced Labor

The supplier shall not use any form of forced, bonded, compulsory labor or modern forms of slavery. All labor must be voluntary. Workers must be allowed to maintain control over their identification documents (e.g. passports, work permits or any other personal legal documents). The supplier shall ensure that workers do not pay fees or make any payment connected to obtaining employment throughout the hiring process and the employment period. The supplier shall be responsible for payment of all fees and expenses (e.g. licenses and levies) relating to workers, where legally required.

Punishment, mental and/or physical coercion as well as any other form of human trafficking are prohibited. Disciplinary policies and procedures shall be clearly defined and communicated to the workers.

Compensation and working hours

The supplier shall comply with all applicable local laws and mandatory industry standards regarding working hours, including overtime, rest breaks and paid vacation. The supplier shall compensate its workers in accordance with local minimum wage legislation and terms of applicable collective bargaining agreements as well as with industry standards. The supplier shall pay workers in a timely manner and clearly convey the basis on which workers are being paid (i.e. receive employment

documents in a language they understand). Deductions from wages as a disciplinary measure shall not be allowed, if not legally permitted.

Freedom of association and collective bargaining

The employees of the supplier must be free to join or not to join a union/employee representation of their choice, free from threat or intimidation. The supplier recognizes and respects the right to collective bargaining in accordance with applicable local laws.

Diversity and inclusion

The supplier shall promote an inclusive work environment that values the diversity of its employees. The supplier shall be committed to equal opportunities and not discriminate or tolerate discrimination or harassment with respect to gender, ethnic and national origin, race, color, religion, age, disability, sexual orientation and identity, or any other characteristic protected by law.



Health & Safety

We expect our suppliers to strive to implement the standards of occupational health and safety at a high level by applying a health and safety management approach appropriate for the business. The supplier shall comply with applicable occupational health and safety regulations and provide a work environment that is safe and conducive to good health e.g. drinking water, in order to preserve the safety and health of employees, safeguard third parties and prevent accidents, injuries and work-related illnesses. This includes regular workplace risk assessments and the implementation of adequate hazard control and precautionary measures, including the provision of appropriate Personal Protective Equipment (PPE). Employees are to be adequately educated and trained in health and safety issues in a language they understand.



Data protection, information security and disclosure of information

The supplier shall adhere to applicable data protection laws, including security of personal data, as well as to respective regulation, e.g. GDPR, in particular with regard to personal data of customers, consumers, employees and shareholders. The supplier shall comply with all said requirements when personal data is collected, recorded, hosted, processed, transmitted, used or erased.

The information security requirements applicable to suppliers with regards to any data entrusted to their control during and after their engagement with TIS GmbH are based on international standards, such as the Code of Practice for Information Security Management. Suppliers should take account of the need to protect the confidentiality, integrity and availability of information. At all times the required level of information security and control to be ensured by suppliers must be commensurate with the sensitivity, value and criticality of the information being processed throughout the lifecycle of the information.

The supplier shall safeguard and make only appropriate use of confidential information. The supplier shall comply with any contractual requirements on data protection and information security and shall not disclose any information that is not known to the general public.



Bribery and corruption

The supplier shall comply with all applicable national and international anti-corruption laws and regulations. The supplier shall not (neither directly nor indirectly) offer, provide or accept anything of value to improperly influence an

official act or to secure an improper advantage in order to obtain or retain business. This includes so-called facilitation payments or other benefits provided to public officials for routine non-discretionary actions.



Trade regulation

The supplier shall comply with all applicable export control, sanctions and customs laws and regulations, including Prohibitions & Restrictions ("Trade Laws"). The supplier in particular ensures that the supplier, its beneficial owner(s), all its agents and any other subcontractors used by the supplier are not listed on any applicable Denied Party sanctions lists.



Money laundering & financial records

The supplier shall comply with applicable laws and regulations designed to combat money laundering activities. The supplier shall maintain financial records and reports according to applicable laws and regulations.



Free competition

The supplier shall comply with applicable competition and anti-trust laws.



Conflicts of interest

A conflict of interest is any personal or financial interest, any business or personal activity or relationship, prior or current employment, or any obligation that may interfere with the ability to objectively perform job duties and responsibilities or impair independence and objectivity. Such conflict of interest situations include critical relationships such as a relationship by blood or marriage, partnership, participation or an investment in business partners or competitors. The supplier shall immediately disclose any actual or potential conflict of interest related to its activities with TIS GmbH.



Environment

The supplier shall comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment.

We expect our suppliers to strive to support TIS GmbH's environmental and climate protection commitments through the products and services they deliver, which should be done efficiently by taking the environmental impact into consideration. TIS GmbH also expects its suppliers to report relevant data on environmental and climate protection upon request.

We expect our suppliers to take environmental and climate protection appropriately into account in their own operations, for example, by setting climate protection goals for themselves and achieving them.



Conflict minerals

The supplier shall comply with all applicable laws and resulting due diligence obligations with respect to the sourcing of minerals and materials from conflict affected regions and high-risk areas, which may contribute to human rights abuses, corruption, the financing of armed groups or similar negative effects.



Community outreach

TIS GmbH encourages suppliers to give back to their local communities and engage in initiatives and activities that reflect the UN Sustainable Development Goals.



Business continuity planning

The supplier shall be prepared for any disruptions of its business (e.g. natural disasters, terrorism, supply chain disruptions, communicable disease outbreaks – epidemics or pandemics, information security issues, cyber-attacks). This preparedness includes business continuity plans that protect both employees as well as the environment from the effects of possible serious disruptions that may arise within the domain of operations.



Business partner dialogue

The supplier shall implement equivalent standards e.g. ethical standards, to the ones laid out in this SCoC for their own suppliers, as part of fulfilling their contractual obligations.



Respect and duty of care

All Suppliers are required to act and interact with respect and in good faith with employees of TIS GmbH. Suppliers are to exercise due care in the use of property and equipment entrusted to them, as if the property is their own. When using property or materials that carry a TIS GmbH trademark or brand, all suppliers shall exercise particular care as any of their actions or activities may be associated with TIS GmbH. Any unauthorized use of branded or trademarked materials or equipment is to be avoided. It is considered a misuse of TIS GmbH branded or trademarked materials and equipment if even an appearance of impropriety can be inferred.



Compliance with the supplier code of conduct

TIS GmbH reserves the right to check compliance with the requirements of this SCoC, for example through self-assessments and audits either by TIS GmbH or a third party. The supplier shall strive for continuous improvement, such as setting measurable targets on the environment, working conditions or diversity, and reporting on progress for sustainability. In case a breach is identified, the supplier shall create an incident report and present a corrective action plan. The terms and conditions set forth in this Supplier Code of Conduct reflect TIS GmbH's values and commitment to its customers, the communities which we serve and the protection of the environment. Therefore, any breach of these terms and conditions must be cured. Without prejudice to any other contractual remedies TIS GmbH may be entitled to, any failure to cure such a breach immediately will cause TIS GmbH to consider ending the commercial relationship.



Reporting irregularities

TIS GmbH encourages anyone who wishes to report any violations from what is outlined in this SCoC or who wants to report any suspected breaches of law to write an email to conduct@tis-gmbh.de

**Continuous improvement**

The supplier shall feel encouraged to proactively approach TIS GmbH with innovative ideas which contribute to further social, economic or environmental improvement. TIS GmbH values the open exchange of new ideas and is willing to explore new opportunities jointly with suppliers.

Information and consent of the supplier

By signing this document, the supplier commits to act responsibly and adhere to the principles and requirements specified herein. The supplier commits to communicate the content of this Code in a comprehensible manner to employees, contractors and subcontractors and to make all necessary arrangements to meet the requirements.

Supplier information

Name of the supplier

Address / e-mail address

Country

Production countries

Place, Date

Signature*

NAME/POSITION (block capitals)

*This declaration must be signed by hand by duly authorized representatives of the supplier and the customer in numbers entitled to represent them. Please indicate names in block capitals.

Customer information

TIS Technische Informationssysteme GmbH

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Bundesrepublik Deutschland