

Code of Conduct for suppliers, partners and distributors. Sustainable - with each other.



1. Preface

The following Code of Conduct defines the principles and requirements of Future-Shape GmbH for a sustainable cooperation, to its suppliers, partners, and distributors, regarding the responsibility for people and the environment, subject to acceptance and implementation of appropriate changes.

2. The supplier and/or partner/distributor hereby declares:

2.1 Compliance with laws

Laws, institutional and/or industry-specific requirements of applicable jurisdictions are complied with.

2.2 Prohibition of corruption and bribery

Corruption or bribery is not to be tolerated in any form, not to participate directly or indirectly, not to offer, grant/promise gratuities to government officials or private sector counterparties to influence official processes or obtain unfair advantages.

2.3 Safeguarding Competition Laws and Intellectual Property

Agreements that violate fair competition or intellectual property rights are unacceptable. Acting in accordance with national and international competition laws, not participating in price, bid or market agreements and respecting intellectual property rights of third parties are expected. Conflicts of interest are to be avoided.

2.4 Respect for the fundamental rights of employees

2.4.1 Unacceptable treatment, harassment and/or discrimination shall be prevented regardless of gender, origin, skin color, nationality, milieu, disability, sexual orientation, or convictions.

2.4.2 Memberships shall be recognized (trade unions, etc.) and members shall not be favored or disadvantaged.

2.4.3 Dignity, privacy, and personal rights of all shall be respected.

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2.4.4 Unfair employment contracts are to be avoided.

2.5 Adequate working conditions

In concrete terms, this means at least compliance with the statutory minimum wage and working hours applicable in the respective country. If there is no requirement, international regulations are the benchmark (WHO, etc.). This includes in particular the prohibition of child labor (< 15 years). The framework conditions created should be based on the standards according to SA 8000 (standard for socially responsible corporate governance). Conflict Materials: In the international legal area, compliance with the directives according to Dodd-Frank Act 1502 et seq. and (EU)2017/821 in particular is assumed as a minimum requirement. Both directives provide a framework for fulfilling due diligence in the supply chain regarding raw materials from conflict/risk areas, so-called "conflict materials" (tin, gold, tantalum, tungsten).

2.6 Sustainability – Acting sustainably towards living beings and ecosystems

Employee health and safety and a prudent environmental policy contribute to long-term, sustainable success. Responsibility here means containing risks, taking precautionary measures against accidents and occupational illnesses, offering training, and ensuring that all employees are knowledgeable about health care, occupational safety and environmental protection in accordance with their needs. Furthermore, in the international legal area, compliance with specifications regarding non-use or use is required, considering approved upper limits of hazardous substances. In the international legal area (ECHA, EPA, AICS/NZIoC) this concerns at least compliance with REACh / SVHC list, RoHS2 as well as guidelines applicable in the respective country. The minimum systemic requirement is ISO 9001, or equivalent proof (e.g. audit).

2.7 Supply chain

The contents of this Code of Conduct are to be considered and promoted appropriately in the own supply chain. For points 2.5 and 2.6 (conflict materials, hazardous substances), appropriate measures must be taken to avoid the use of critical substances in supply chains, processes, and products.

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