

<b>Operating instruction</b> QM-Nr.: <b>60BA0033E.01</b>	Title: <p style="text-align: center;"><b>Dortmund Semiconductor GmbH</b>  <b>Code of Conduct for Suppliers and Business Partners</b></p>	
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## Preamble

Dear suppliers,  
Dear Business Partner,

In the following chapters Dortmund Semiconductor GmbH (hereinafter referred to as "Do.Semi") specifies its requirements for its suppliers and business partners as a basis for a successful and sustainable business relationship.

***The Dortmund Semiconductor GmbH Code of Conduct for Suppliers and Business Partners*** applies to Do.Semi as well as to all companies affiliated with Do.Semi.

Do.Semi recognises its social, societal and ecological responsibility.

In particular, all parties involved in the procurement process as intermediaries between the own company and the suppliers on the respective procurement markets bear responsibility towards their own company, towards customers, suppliers and employees, towards the environment and society. The actions of the companies and their employees are guided in particular by the values of integrity and fairness.

***The Dortmund Semiconductor GmbH Code of Conduct*** for Suppliers and Business Partners is a code intended to emphasise Do.Semi's interest in fair, sustainable, responsible and ethical principles of action. The long-term success of a company also depends on how consistently laws, ordinances and other regulations as well as ethical principles are implemented in all areas. Just as we require of our own employees, we also require of our suppliers and business partners that they comply with the following principles at all times.

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## 1. General principles

Our suppliers and business partners undertake to fulfil their social responsibility in all business activities, actions and decisions and to strictly observe the applicable laws and all other relevant regulations of the countries in which they operate. They shall also comply with the declarations, guidelines and recommendations underlying this Code.

## 2. Corruption, transparent and fair market conduct

### Corruption

When dealing with business partners (customers, suppliers) and state institutions, the interests of the company and the private interests of employees on both sides are strictly separated. Actions and purchasing decisions are made free of extraneous considerations and personal interests.

The applicable criminal law on corruption must be complied with. Among other things, the following must be observed:

#### Offences related to public officials:

The granting of personal advantages (payments and pecuniary advantages over and above customary business attention) by suppliers and business partners and their employees to public officials (such as civil servants or employees in the public service) with the aim of obtaining advantages for the suppliers and business partners or themselves or third parties are not permitted.

#### Offences in business transactions:

Monetary personal advantages in return for preferential treatment in business dealings may not be offered, promised, granted or approved.

Likewise, personal advantages of value may neither be demanded nor accepted in dealings with business partners. Suppliers and business partners must impose on their employees that they do not allow themselves to be promised any such advantages.

The management and employees of the suppliers and business partners may not give in business dealings, the management and employees of suppliers and business partners may not offer, promise, demand, grant or accept gifts, payments, invitations or services which are granted with the intention of improperly influencing a business relationship or where there is a risk of jeopardising the professional independence of the business partner. This is generally not the case with gifts and invitations that are within the scope of customary hospitality, custom and courtesy.

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Suppliers and business partners may issue a binding policy on the acceptance and granting of gifts, invitations to hospitality and events. This can regulate exceptions with regard to appropriate low-value and symbolic gifts, appropriate business meals and appropriate events of the own company as well as of business partners (customers, suppliers).

**Conduct towards Competitors (Antitrust Law)**

Suppliers and business partners respect fair competition.

Therefore, they comply with the applicable laws that protect and promote competition, in particular the applicable antitrust laws and other laws to prevent unfair competition.

In dealing with competitors, these regulations prohibit in particular agreements and other activities that influence prices or conditions in relation to customers, allocate sales territories or customers or impede free and open competition in any other impermissible way. Furthermore, these regulations generally prohibit agreements between customers and suppliers that are intended to restrict customers in their freedom to autonomously determine their prices and other conditions in resale (price and condition fixing).

**3. Human rights, forced and child labour, workers' rights**

**Human rights**

Our suppliers and business partners respect and observe internationally recognised human rights and take care to uphold them.

**Forced labour**

Our suppliers and business partners reject any form of forced labour and respect the principle of freely chosen employment.

**Child labour**

Our suppliers and business partners will only employ people who have reached the minimum age required to perform work in accordance with the applicable national legislation.

They will observe and respect the rights of children.

The exploitation of children and their employment (child labour) are prohibited.

**Dealing with employees**

Our suppliers and business partners will comply with basic employee rights based on the applicable national legislation. They are guided by the fundamental principles of the International Labour Organisation (ILO).

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### **Freedom of association**

Our suppliers and business partners respect the freedom of association as well as the right to form and the right to form interest groups. They grant their employees the right, on the basis of national legislation, to represent their interests - also in a unionised form.

### **Prohibition of discrimination**

Our suppliers and business partners undertake to oppose any form of discrimination within the framework of the respective applicable rights and laws.

They do not tolerate any discrimination of employees on the basis of skin colour, ethnic origin, gender, age, nationality, social origin, disability or sexual orientation as well as religious affiliation or ideology.

The personal dignity, privacy and personal rights of each individual are respected.

### **Fair working conditions**

Our suppliers and business partners pay remuneration and social benefits that at least comply with national and local legal standards, regulations or agreements.

agreements. The applicable regulations on working hours and holidays are observed.

### **Health and safety at work**

Suppliers and business partners shall actively promote the health and safety of all employees to protect each individual from hazards.

As a minimum, our suppliers and business partners shall comply with the respective national standards for a safe and hygienic working environment and, within this framework, shall take appropriate measures to ensure and promote health as well as safety in the workplace in order to guarantee healthy and safe employment conditions.

## **4. Environmental protection**

### **Responsibility for nature and the environment**

Our suppliers and business partners are sustainably committed to the goal of environmental protection for present and future generations.

Do.Semi expects its suppliers and business partners to actively promote environmental protection and support environmentally conscious actions by their employees.

They avoid hazards for people, nature and the environment, keep impacts on the environment as low as possible and use resources sparingly. Our suppliers' processes, operating sites and resources comply with the applicable legal requirements and standards for fire and environmental protection.

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In particular, we expect our suppliers and business partners to:

- Reduce greenhouse gases and emissions,
- reduce waste and increase recycling of waste; and
- minimise water consumption

### **Conflict-free procurement and material bans**

Do.Semi expects its suppliers and business partners to procure conflict minerals contained in components, parts or products they manufacture from conflict-free sources, implement appropriate conflict minerals sourcing policies and then communicate these to their own suppliers. Do.Semi reserves the right to require its suppliers to provide further evidence of their supply chain from conflict minerals to mining.

Applicable laws and regulations regarding material prohibitions, e.g. REACh, RoHS, must be observed and the respective requirements must be complied with.

## **5. Handling information and data**

### **Business secrets / Confidentiality**

Our suppliers and business partners oblige their bodies and employees to observe company and business secrets. Confidential information must be kept secret.

### **Data protection and data security**

The applicable provisions on data protection and data security shall be complied with. Personal data may only be collected, processed or used to the extent permitted by law.

## **6. Obligation to comply**

Do.Semi expects its suppliers and business partners to comply with and ensure the principles described above or comparable (minimum) standards. The suppliers and business partners must ensure, as far as possible, that their sub-suppliers also comply with the sub-suppliers also comply with the corresponding standards. The suppliers and business business partners are at liberty to adopt more far-reaching codes of conduct for themselves and their employees with more stringent requirements for ethical and social conduct for themselves and their employees.

Suppliers and business partners undertake to make the contents of this Code of Conduct and the resulting obligations known to their employees.

They undertake to work towards ensuring that the company's actions comply with the principles of the Dortmund Semiconductor GmbH Code of Conduct for Suppliers and Business Partners, in particular by designing and, if necessary, adapting guidelines and processes.

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Dortmund Semiconductor GmbH  
Heinrich-Hertz-Str. 1  
44227 Dortmund | Germany  
Phone + 49 (0) 231 - 75 49 - 0 Fax + 49 (0) 231 - 75 49 - 149 [www.elmos.com](http://www.elmos.com)

For reasons of better readability, the simultaneous use of the language forms male, female and diverse (m/f/d) is waived. All personal terms apply equally to all genders.