



Elmos Semiconductor SE ESG Policies

Section:	Social
Chapter:	Human rights
Policy:	Upholding human rights
Coverage:	Elmos Group
Supported UN SDGs:	    
Addressed GRI standards:	404, 408, 409, 413

Elmos is aware of its duty of care in upholding human rights and ensures that its employees and suppliers and business partners do the same through its Code of Conduct for Employees and Code of Conduct for Suppliers and Business Partners.

Elmos acts in accordance with international human rights laws and in particular does not tolerate any form of human trafficking, child labor, forced labor, or other exploitation. We uphold and base our actions on international standards and principles, including the UN Declaration of Human Rights, and the fundamental principles of the International Labor Organization (ILO). Our suppliers and partners must comply with the rules set out in our Supplier Code of Conduct and must also require their sub-suppliers to comply.

Examples of what is required by the Codes of Conduct include upholding international human rights, observing employee rights in line with national and international standards, and rejecting child labor, forced labor, and discrimination of all kinds.

All of our employees around the world receive regular training on the Code of Conduct and on compliance. In addition, Elmos' whistleblower system is available across the company for anonymous reports of Code of Conduct and compliance violations. All reported cases are investigated by the Compliance Officer and significant violations of working standards and human rights also reported to the Management Board.

ESG policies	Whistleblower system
Accompanying documents	Code of Conduct for Employees Code of Conduct for Suppliers and Business Partners Anti-Corruption Guideline