

CODE OF CONDUCT

ESM Vibration Technology (Tianjin) Co., Ltd. (ESM China) is a wholly owned subsidiary of the German ESM Energie- und Schwingungstechnik Mitsch GmbH. ESM Energie- und Schwingungstechnik Mitsch GmbH is owned and managed by the family of the founder Franz Mitsch. In the formulated employee handbook, the shareholders, the management and the employees actively and sustainably commit to compliance with the laws applicable in P.R. China and their social responsibility. Thereby, the principles of the "Global Compact" of the United Nations (<https://www.globalcompact.de>) and the European Supply Chain Care Obligations Act LkSG are considered. The following code of conduct results:

I. GENERAL

1. ESM China is committed to its location in Germany and P.R. China.
2. ESM China is increasingly committed to local supply chains and long-term relationships with all business partners.
3. ESM China supports local organizations, associations, and projects with a focus on renewable energies, ecological or sustainable business and culture.

II. HUMAN RIGHTS

4. ESM China supports and respects the protection of national and international human rights.
5. ESM China ensures that it is not complicit in human rights abuses.

III. LABOUR STANDARDS

6. ESM China ensures that workplace safety is guaranteed.
7. ESM China upholds freedom of association and the right to collective bargaining.
8. ESM China advocates the elimination of all forms of forced labour.
9. ESM China advocates the abolition of child labour.
10. ESM China advocates equality and the elimination of any form of discrimination.
11. ESM China does not tolerate harassment, violence, or bullying.
12. ESM China and its subcontractors comply with the statutory minimum wage and pay a fair wage.

IV. ENVIROMENT

13. ESM China follows the precautionary principle in dealing with environmental problems.
14. ESM China takes initiatives to promote greater environmental awareness.
15. ESM China accelerates the development and diffusion of environmentally friendly technologies and renewable energies.

V. COMPLIANCE

16. ESM China complies with applicable laws and standards.
17. ESM China complies with the DSGVO General Data Protection Regulation and ensures that personal data is treated and protected accordingly.
18. ESM China observes and respects confidentiality and ensures that confidential information is treated and protected accordingly.
19. ESM China protects its own intellectual property and respects the intellectual property of business partners and third parties.
20. ESM China opposes all forms of corruption, including extortion and bribery.
21. ESM China ensures that it is not complicit in competitive agreements.
22. ESM China complies with export controls and applicable sanctions.
23. ESM China does not source conflict materials from conflict-affected areas or other high-risk areas

ESM China expects suppliers and other business partners to commit to these principles in a comparable way.

I hereby confirm that our company comply with clause II to IV of this Code of Conduct. Any deviation must be reported to ESM China without delay.

Company: _____

Name: _____

Place: _____

Date: _____

Signature & Stamp: _____

行为准则

宜思曼振动技术（天津）有限公司（ESM 中国）是德国 ESM Energie- und Schwingungstechnik Mitsch GmbH 公司的全资子公司。ESM Energie- und Schwingungstechnik Mitsch GmbH 由创始人 Franz Mitsch 家族所有和管理。在制定的员工手册中，股东、管理层和员工积极、可持续地承诺遵守中华人民共和国适用的法律及其社会责任。因此，这些准则也基于《联合国全球契约》的原则(<https://www.globalcompact.de>) 以及《欧洲供应链法案》。行为准则的结果如下：

I. 总则

1. ESM 中国致力于在德国及中国的所在地。
2. ESM 中国持续致力于本地供应链的建设，及与全部商业合作伙伴的长期关系的建立。
3. ESM 中国为地方组织、协会及项目提供支持，专注于可再生能源、生态及商业和文化的可持续发展。

II. 人权

4. ESM 中国支持并尊重国内和国际的人权保护。
5. ESM 中国确保其不参与侵犯人权的行为。

III. 劳工标准

6. ESM 中国确保工作场所的安全得到保障。
7. ESM 中国维护结社自由和集体谈判权。
8. ESM 中国提倡消除一切形式的强迫劳动。
9. ESM 中国提倡消除童工现象。
10. ESM 中国提倡平等和消除任何形式的歧视。
11. ESM 中国不容忍骚扰、暴力或欺凌行为。
12. ESM 中国遵守法定最低工资标准，支付公平的工资。

IV. 环境

13. ESM 中国在环境问题的处理上遵循预防原则。
14. ESM 中国采取举措提高环境意识。
15. ESM 中国促进环保技术和可再生能源的开发和推广。

V. 合规

16. ESM 中国遵守适用的法律和标准。
17. ESM 中国遵守欧盟数据保护条例《通用数据保护条例》，确保个人数据得到相应的处理和保护。
18. ESM 中国遵守保密条款，确保涉密信息得到相应的处理和保护。
19. ESM 中国保护自有知识产权，尊重商业伙伴及第三方的知识产权。
20. ESM 中国反对一切形式的腐败，包括敲诈勒索和贿赂。
21. ESM 中国确保其不参与竞争性协议。
22. ESM 中国遵守出口管制和适用的制裁。
23. ESM 中国不从受冲突影响地区或其他高风险地区采购冲突物资。

ESM 中国期待与供应商及其他业务合作伙伴，共同遵循这些行为准则。

我在此确认，我们公司遵守本行为准则第二条至第四条的规定。任何偏差都必须立即向 ESM 中国报告。

公司: _____

姓名: _____

地点: _____

日期: _____

签字 & 盖章: _____