



A dSPACE
COMPANY

Supplier Code of Conduct.

Version 1.1

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UAI Public

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Our Responsibility as a Member of Society.

- **Human Rights.**

We respect, protect, and promote the applicable regulations for the protection of human and children's rights worldwide. We reject any use of child, forced, and compulsory labor as well as any form of modern slavery and human trafficking. We are committed to the principles of the United Nations Global Compact, adhere to them ourselves and support their protection and compliance. This applies not only to UAI, but naturally also to the cooperation with our business partners. We take human rights principles into account in corporate and decision-making processes and avoid negative impacts on human rights along the supply chain. For this purpose, we implement structures and procedures in the company to analyze risks and actual impacts of our actions. We develop individually appropriate measures to deal with possible potential or actual negative impacts and are transparent in our reporting.

Our Responsibility as a Business Partner.

- **Compliance with Laws and Regulations.**

We are committed to full and strict compliance with all applicable laws and regulations. This also applies to international business relations. We are therefore committed to the highest ethical standards in all business transactions.

- **Avoiding Conflicts of Interest.**

We make our decisions exclusively based on objective criteria and do not allow ourselves to be influenced by personal interests and relationships.

We make a point of avoiding conflicts between private and business interests, or even the appearance of such conflicts. Any conflicts of interest must always be avoided. Conflicts of interest may arise when employees engage in activities or have interests that interfere with the interests of our company. This is among other things the case if those activities or interests endanger objective business decisions or otherwise interfere with the performance of work-related duties. A conflict of interest can arise, for example, when an employee or a member of his or her family is granted improper personal benefits because of his or her position within the Company. A conflict of interest can cause financial damage to the company and significantly damage the company's image.

- **Gifts, Hospitality, and Invitations.**

The granting and acceptance of non-cash benefits (gifts, invitations, or other benefits) is only permitted if they are within the socially accepted, customary framework. The regulations for this are particularly strict when dealing with public authorities. We have therefore drawn up an internal guideline to assist employees in behaving appropriately when being offered non-cash benefits.

■ **Anti-Corruption Guidelines.**

We strictly reject any form of corruption, including extortion and bribery. The same applies to granting or accepting benefits outside the legally permissible scope, regardless of whether it is for the benefit of the company, a third party, or the responsible person themselves. Corruption not only harms us, but also the countries in which we work. The same applies to granting offering, requesting, promising, authorizing or accepting any benefits outside the legally permissible scope, directly or indirectly, by any director, officer or other employee, agent or representative, regardless of whether it is for the benefit of the company, a third party, or the responsible person themselves.

Compliance with, for example, the United Nations Global Compact and the legally applicable anti-corruption laws in all our business activities is essential for our fight against corruption.

To ensure the integrity and accuracy of the recording and reporting of all business transactions, we have specifically designed our record-keeping and internal accounting practices and procedures.

■ **Anti Money Laundering.**

We do not accept transactions with criminally acquired money that is to be brought into the normal economic cycle. It is also strictly prohibited to support any criminal activity, including terrorism, with legitimate funds/money. We comply with any relevant anti-money laundering law provisions.

■ **Dealing with Public Authorities.**

In our contacts with public officials and mandate holders, we strictly comply with the specific law to avoid conflicts of interest and corruption as well as general provisions of law.

■ **Accounting and Financial Reporting/Taxes/Duties.**

We strictly comply with the legal framework for proper accounting and financial reporting. Transparency and correctness are our top priority. Therefore, all business transactions in our accounting and reporting must be recorded in a timely, correct and complete manner in accordance with applicable accounting standards. All relevant documents must be stored in a revision-proof manner in accordance with the applicable laws and regulations. The veracity and accuracy of records are essential to business decisions.

- **Responsible Partner Selection Throughout the Supply Chain.**

We are responsible not only for our own actions, but also for the actions of our partners. We therefore perform an integrity check on new partners and repeat this check at regular intervals and whenever they undergo significant changes, for example, in their ownership structure, or doubts about integrity arise.

- **Data Protection.**

We collect, gather, process, use, and store personal data only in accordance with the applicable legal data protection requirements, in the European Union especially with the requirements of the General Data Protection Regulation (GDPR).

- **Information, Knowledge, and Intellectual Property.**

The strict security of the information of the company, our business partners and our employees as well as the security of our IT infrastructure is of considerable importance for our business success, since we particularly maintain and strengthen our trust in our company. We are aware of the value of proprietary know-how and protect it very carefully. We acknowledge and protect the intellectual property of competitors, business partners, and other third parties.

- **Transparent and Fair Competition.**

We conduct business exclusively according to the performance principle and based on the market economy. Therefore, we promote free, unobstructed competition among our suppliers and provide unrestricted and neutral opportunities for them to recommend themselves as business partners with their products and services. We must always compete in a fair manner and comply with applicable antitrust laws and regulations.

- **Product Safety and Quality.**

We ensure that our products do not pose a risk to persons, the surroundings, or the environment by performing comprehensive product safety and quality tests. Our product assurance process is continuously expanded and improved.

- **Protection of the Environment.**

As part of society, we feel obliged to preserve the environment, the climate and to use natural resources as sparingly as possible. We ensure REACH/RoHS conformity in our business processes, our production, and our products. We comply with all applicable environmental laws, standards, and regulations, and operate an environmental management system certified according to ISO 14001. We take environmental and climate protection into account in our daily business operations and strive to minimize environmental pollution, negative climate effects and hazards as far as possible. Therefore, we develop and take appropriate measures for the efficient use of energy, water and raw materials to ensure the use of renewable resources and minimization of environmental damage. In addition, we take suitable and appropriate measures in the product life cycle, among other things, to realize the avoidance of waste, the reuse of resources, recycling, and the safe and environmentally friendly disposal of residual waste, chemicals, and wastewater.

- **Export Control.**

We ensure compliance with all regulations governing the import and export of goods, services, and information. We avoid doing business with individuals, companies, and countries on sanctions lists.

Our Responsibility in the Workplace.

- **Equal Opportunity and Equal Treatment.**

When selecting new employees, we consider only their qualifications and skills. We ensure equality of opportunity during the hiring process and the entire period of employment. We stand for diversity and inclusion. We encourage and value all employees for their individual contribution to our company. Any kind of personal harassment such as bullying, sexual harassment or indecent offers are strictly prohibited. Action will be taken against any form of violence, intimidation or threats in the workplace. We treat our customers and suppliers as we treat one another, with respect. We respect diversity in each other and all others with whom we interact.

- **Right of Association and Right to Collective Bargaining.**

We recognize the fundamental right of every employee to join employee organizations and form employee representation.

- **Fairness in Wages, Hours and Benefits.**

We pay wages and provide benefits in accordance with the basic principles of collectively agreed minimum wages, applicable overtime regulations, and statutory social benefits. We pay our employees an appropriate wage, which at least covers the employees' basic needs and enables them to have an adequate standard of living. Deductions from remuneration as a disciplinary measure are not permitted. Workers receive a timely and understandable payroll for each pay period. At a minimum, working hours must comply with applicable laws, industry standards, or International Labour Organization (IOL) conventions - whichever is more stringent. The use of temporary labour, the secondment of workers and the outsourcing of work shall be carried out in compliance with local statutory regulations.

■ Occupational Safety and Health Protection.

The safety and health of our employees is our top priority. For this purpose, all applicable legal regulations and health and safety instructions are carefully observed. In order to ensure health and safety in the workplace, we implement sufficient qualification measures for the prevention of work-related health disorders, the prevention of occupational accidents, first aid and fire protection. For this purpose, among other things, suitable fire protection measures are taken, work-related health and safety hazards and corresponding protective measures are implemented and monitored, and protective equipment and clothing are provided free of charge. In addition, suitable emergency plans and appropriate first aid, fire protection and medical services are in place and regularly monitored and revised. In addition to these topics, we also inform and train our employees about the obligation to provide first aid and medical care in the event of an accident and about the existing emergency exits, escape routes and assembly points, which are also adequately signposted. Our work areas are regularly checked for risks and optimized to avoid hazards. All employees are familiarized with the regulations applicable to their area.

■ Corporate Property.

We treat our Facilities, systems, materials and other equipment and the Facilities, systems, materials and other equipment from third parties with care and appropriately in order to avoid loss or damage.

■ Whistleblowing.

We recognize the fundamental right of every employee to join employee organizations and form employee representation. UAI does not tolerate harassment retaliation, intimidation or Victimization again whistleblowers. In addition, the law in some countries provides special protection for People who raise concerns.

Contact.

If you have any questions about the Supplier Code of Conduct, or if you become aware of a possible violation of the Supplier Code of Conduct or a serious breach of the rules, contact the UAI Compliance Manager at compliance@understand.ai
UAI offers you a whistleblower hotline for anonymous tips. If you choose to provide your name, the compliance team can contact you regarding further information or with an update about the resolution.

- UAI Whistleblower system.

values.dspace.com

(leads to dSPACE Whistleblower System)

- UAI Compliance.

www.understand.ai/compliance

Supplier Declaration.

The SUPPLIER has received and acknowledged the UAI Supplier Code of Conduct as essential basis of the supply relationship. The SUPPLIER will comply with the regulations and will pass these on along its Supply Chain.

Name/Stamp/Seal of SUPPLIER

Address

Country

Name(s) of the authorized signee(s) (Block letters)

Function of signee(s)

Place, Date

Signature(s)

