



**MEGA-Line RACING ELECTRONIC  
GmbH**

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**Code of conduct for suppliers**

# Code of conduct

## for suppliers

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### **Preamble**

MEGA-Line RACING ELECTRONIC GmbH is committed to ecologically and socially responsible corporate management.

By means of our internal code of conduct, we require our employees to respect the principles of ecological, social and ethical behaviour and to integrate them into the corporate culture.

**We expect the same behaviour from all our suppliers.**

Furthermore, we strive to optimise our corporate actions and our products/services always in the sense of sustainability and call on our suppliers to contribute in the sense of a holistic approach.

Violation of this code of conduct can constitute for MEGA-Line RACING ELECTRONIC GmbH grounds to terminate the business relations.



# Agenda

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- **Part 1 Social responsibility**
- **Part 2 Ecological responsibility**
- **Part 3 Ethical business conduct**
- **Part 4 Implementation of requirements & acknowledgement of the supplier**

# Part 1: Social responsibility

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## Social responsibility

- 1.1 Exclusion of forced labour
- 1.2 Prohibition of child labour
- 1.3 Fair remuneration
- 1.4 Fair working hours
- 1.5 No discrimination
- 1.6 Health and safety at work
- 1.7 Dealing with conflict minerals

# Part 1: Social responsibility

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The "Social Responsibility" area is based on the guidelines of the international Business Social Compliance Initiative (BSCI) and the conventions of the International Labour Organization (ILO).

MEGA-Line RACING ELECTRONIC GmbH expressly emphasises a zero-tolerance policy with regard to the violation of human rights or of statutory and other binding regulations. Should we become aware of such violations, we reserve the right to terminate the business relationship immediately.

The following guidelines are binding on MEGA-Line RACING ELECTRONIC GmbH:

# Part 1: Social responsibility

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## **Exclusion of forced labour**

Forced labour, slave labour or similar work must not be deployed. All work must be voluntary and employees must be able to terminate work or employment at any time. In addition, there must be no unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment.

## **Prohibition of child labour**

Child labour must not be used at any stage of production. Suppliers are encouraged to follow the recommendation of the ILO conventions on the minimum age for employment of children.

## **Fair remuneration**

Remuneration for regular hours and overtime must be at least equal to the national statutory minimum wage. Employees shall be provided with all benefits required by law. Wage deductions are not allowed as punitive measures. The supplier shall ensure that workers receive clear, detailed and regular written information on the composition of their remuneration.

# Part 1: Social responsibility

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## **Fair working hours**

The working hours must comply with the applicable laws or industry standards. Overtime is only permitted if it is carried out on a voluntary basis and in compliance with the legal maximum regulations. Likewise, the respective legal rest and recovery times must be granted. The maximum weekly working time prescribed by law must be observed.

## **Discrimination prohibition**

Discrimination against employees in any form whatsoever is unacceptable. This applies, for example, to discrimination based on gender, race, caste, colour, disability, political opinion, origin, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected.

## **Health and safety at work**

The supplier ensures a safe and healthy working environment. Adequate occupational safety systems shall provide for necessary preventive measures against accidents and damage to health that may arise in connection with the work. In addition, employees will be regularly informed and trained on applicable health and safety standards and measures. Employees will have access to sufficient quantities of drinking water and to clean sanitation.



# Part 1: Social responsibility

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## Dealing with conflict minerals

MEGA-Line RACING ELECTRONIC GmbH expressly welcomes and supports all legal steps to stop the illegal trade of so-called "conflict minerals" or 3TG minerals (namely tin, tantalum, tungsten and gold) from the Democratic Republic of Congo and the adjacent crisis areas. Here we refer to paragraph 15 (Sec. 1502) of the "Dodd-Frank Act" and the guiding principles of the Organisation for Economic Co-operation and Development (OECD) for the fulfilment of the duty of care for the promotion of responsible supply chains for minerals from conflict and high-risk areas.

Within our company, appropriate processes have been established to take due account of this duty of care. We expect our affected suppliers to actively contribute to this through the following measures:

- ✔ Support in identifying the sources of the 3TG minerals used (by providing appropriate Conflict Mineral Reports (CMRT)) or at least issuing an appropriate declaration on the conflict mineral freedom of the products supplied to MEGA-Line RACING ELECTRONIC GmbH
- ✔ Proactive informing of MEGA-Line RACING ELECTRONIC GmbH in the event that relevant conflict minerals or questionable sources of supply are identified within the supply chain of the delivered products
- ✔ Proactive measures to identify alternative sources of supply for identified 3TG minerals



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- **Part 1 Social responsibility**
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# Part 2: Ecological responsibility

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## Ecological responsibility

1.1 Waste water, emissions, hazardous materials

1.2 Waste

1.3 Consumption of raw materials and natural resources

# Part 2: Ecological responsibility

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## **Waste water, emissions, hazardous materials**

The supplier has processes and systems in place to ensure that applicable laws and regulations are complied with. Required environmental permits or licences for production, emissions, etc. exist or are obtained as needed. The supplier meets all operational and reporting requirements in this area.

## **Waste**

The supplier follows a systematic approach to identify, manage, reduce and responsibly dispose of or recycle waste. Any chemical or other material which, when released into the environment, presents a hazard shall be identified and handled in such a way as to ensure safety in the handling, transport, storage, use, recycling or reuse and disposal of such substances.

## **Consumption of raw materials and natural resources**

The supplier places sufficient focus on the careful use of raw materials and natural resources. It also tries to minimise its energy consumption as much as possible. Generally, the supplier tries to keep its ecological footprint as small as possible.



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- Part 1 Social responsibility
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- **Part 3 Ethical business conduct**
- Part 4 Implementation of requirements & acknowledgement of the supplier

# Part 3: Ethical business conduct

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## Ethical business conduct

- 1.1 Fair competition
- 1.2 Confidentiality / data protection
- 1.3 Intellectual property
- 1.4 Integrity / bribery, advantage

# Part 3: Ethical business conduct

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## Fair competition

The standards of fair business and fair competition must be respected. In addition, the valid anti-trust laws are applicable which, when dealing with competitors, prohibit in particular collusion and other activities which influence prices or conditions. In addition, these regulations prohibit agreements between customers and suppliers in order to restrict customers' freedom to determine their prices and other conditions autonomously when reselling.

## Confidentiality / data protection

The supplier undertakes to meet the reasonable expectations of its client, suppliers, customers, consumers and employees with regard to the protection of private information. The supplier shall comply with the laws on data protection and information security and with the regulations of the authorities when collecting, storing, processing, transmitting and passing on personal information. Existing non-disclosure agreements with MEGA-Line RACING ELECTRONIC GmbH must be 100% respected within the statutory provisions.



# Part 3: Ethical business conduct

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## **Intellectual property**

Intellectual property rights must be respected; technology and know-how must be transferred in a way that protects intellectual property rights and customer information

## **Integrity / bribery, advantage**

The highest standards of integrity shall be applied in all business activities. The supplier must adopt a zero tolerance policy when banning all forms of bribery, corruption, extortion and embezzlement. Procedures for monitoring and enforcing standards shall be applied to ensure compliance with anti-corruption laws.

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# Part 4: Implementation of requirements & acknowledgement of the supplier

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MEGA-Line RACING ELECTRONIC GmbH trusts in the integrity and compliance with this code of conduct of its suppliers due to the generally long-standing business relationships!

However, the supplier's compliance with this code of conduct is always observed as part of the collaboration. If within the scope of this a justified suspicion arises that guidelines are not being complied with, we reserve the right to carry out an on-site audit after corresponding notice has been issued. The supplier agrees to this.

In addition, we once again draw attention to the zero-tolerance policy in the event of violation of statutory or other binding regulations.

By accepting and confirming an order from MEGA-Line RACING ELECTRONIC GmbH, the supplier undertakes to act responsibly and to comply with the principles/requirements listed in this code of conduct. The supplier undertakes to communicate the content of this code to employees, agents and subcontractors in a manner that is understandable to them and to make all necessary arrangements for the implementation of the requirements.



# Effectiveness of the supplier code of conduct



With the signature of this document, the principles contained therein regarding

- ✔ **Social responsibility**
- ✔ **Ecological responsibility**
- ✔ **Ethical business conduct**
- ✔ **Implementation of requirements**

become effective.

Claims of third parties cannot be inferred from this declaration.

A handwritten signature in black ink, appearing to be "R. Roos".

Ramona Roos (née Gassner)  
Managing Director

A handwritten signature in black ink, appearing to be "N. Fuchs".

Norbert Fuchs  
Managing Director