
 CabTec Group KABELKONFEKTION UND BAUGRUPPENMONTAGE	Regulation
Confidentiality: Vertraulichkeit: Bizalmasság:	<div style="border: 2px solid red; padding: 5px; display: inline-block;">B2</div>	<div style="text-align: center;"> Supplier Code of Conduct </div> <div style="text-align: right;"> &[Seite]/&[Seiten] </div>

TABLE OF CONTENTS


I. Preamble	3
II. Scope and Application of the Code	3
2.1 Scope of the Code	3
2.2 Application of the Code	4
2.3 Acceptance of the Code	4
2.4 Monitoring, Oversight, and Sanctions	5
III. Labor and Human Rights Requirements	5
3.1 Prohibition of Forced Labor and Human Trafficking	5
3.2 Prohibition of Child Labor	6
3.3 Working Hours and Rest Periods	7
3.4 Compensation and Benefits	7
3.5 Non-Discrimination and Fair Treatment	8
3.6 Diversity and Inclusion	8
3.7 Trade Union Rights and Employee Participation	9
IV. Occupational Health and Safety	9
4.1 Occupational Health and Safety System	9
4.2 Workplace Safety and Accident Prevention	10
4.3 Emergency Preparedness	10
4.4 Workplace Hygiene and Health Protection	10
4.5 Health and Safety Communication	11
V. Environmental Protection and Resource Efficiency	11
5.1 Environmental Guidelines and Responsibility	11
5.2 Pollution Prevention and Emissions Reduction	12
5.3 Waste Management	13
5.4 Water Management	13
5.5 Energy Efficiency and Greenhouse Gas Emissions	13
5.6 Material Usage and Environmentally Conscious Design	14
5.7 Continuous Improvement and Feedback	14
VI. Ethical Business Conduct and Compliance	14
6.1 Business Integrity and Anti-Corruption	14
6.2 Fair Competition and Responsible Business Practices	15
6.3 Data Protection and Information Security	16
6.4 Protection of Intellectual Property	16
6.5 Responsible Sourcing and Raw Material Origin	17

 CabTec Group KABELKONFEKTION UND BAUGRUPPENMONTAGE	Regulation
Confidentiality: Vertraulichkeit: Bizalmasság:	<div style="border: 2px solid red; padding: 5px; display: inline-block;">B2</div>	Supplier Code of Conduct
		&[Seite]/&[Seiten]

VII. Compliance, Grievance Handling, and Continuous Improvement	17
7.1 Compliance Management	18
7.2 Compliance Evaluation and Auditing	18
7.3 Training and Awareness	19
7.4 Violations and Grievance Handling	19
7.5 Sanctions and Legal Consequences	20
VIII. Final Provisions	20

Created by (Name/Department);, ... last upd	Approved by (Name/Department): Date:
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 CabTec Group KABELKONFEKTION UND BAUGRUPPENMONTAGE	Regulation
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		&[Seite]/&[Seiten]

I. Preamble

CabTec AG. (hereinafter referred to as the “**Company**”) is committed to responsible, ethical, and sustainable operations. The Company’s objective is to ensure that human rights, safe working conditions, environmental responsibility, and transparent, corruption-free business practices are upheld throughout its operations and across its entire supply chain. To support this objective, the Company has adopted the document titled *Supplier Sustainability Declaration*, which is based on the principles of the Responsible Business Alliance (RBA) Code of Conduct Version 8.0 (2024).

This Supplier Code of Conduct outlines the specific measures, procedures, and monitoring mechanisms related to the principles set forth in the Supplier Sustainability Declaration. The purpose of implementing and applying this Code is to ensure that the Company’s suppliers and partners conduct their activities in alignment with the principles of sustainable development, respect for human rights, ethical business conduct, and environmental responsibility. The expectations defined in this policy are mandatory for all suppliers of the Company and are subject to verification.

The Code of Conduct sets forth the fundamental principles and requirements applicable to the Company’s business partners. It is designed to ensure that the business practices employed by partners are consistent with the Company’s values and comply with all relevant laws and regulations.

The objectives of this policy are to:

- Define uniform and transparent operational requirements for suppliers;
- Ensure the practical implementation of international standards, particularly those of the RBA, OECD, United Nations, and ILO;
- Promote the continuous improvement of responsible and sustainable supplier operations, and reduce social and environmental risks.


II. Scope and Application of the Code

2.1 Scope of the Code

2.1.1 The requirements set forth in the Supplier Sustainability Declaration and in this Policy apply not only to our Company, but also to all suppliers providing goods and services to the Company, as well as to our business intermediaries, consultants, and other business partners (hereinafter referred to as “business partners”).

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 CabTec Group KABELKONFEKTION UND BAUGRUPPENMONTAGE	Regulation
Confidentiality: Vertraulichkeit: Bizalmasság:	<div style="border: 2px solid red; padding: 5px; display: inline-block;">B2</div>	Supplier Code of Conduct
		&[Seite]/&[Seiten]

2.1.2 Suppliers are expected to ensure that their own suppliers and subcontractors adhere to the standards defined in this Supplier Code of Conduct.

2.1.3 The scope of this Policy extends to:

- **Direct suppliers** – those with whom the Company maintains a direct contractual relationship;
- **Indirect suppliers and subcontractors** – those who participate indirectly in production or service delivery through the Company's supply chain;
- **Labor intermediaries and subcontractors** – those who provide workers on behalf of the Company or its suppliers;
- **Logistics, packaging, maintenance, and other support service providers** – those who contribute directly or indirectly to the Company's value chain.

The provisions of this Policy are binding on all businesses, their employees, subcontractors, and representatives.

Suppliers are obligated to ensure that the requirements are effectively implemented throughout the entire supply chain.

2.2 Application of the Code

The Company expects all suppliers to accept the content of this Code as binding and to apply its principles within their own operations, internal policies, procedures, and decision-making mechanisms.

2.3 Acceptance of the Code

2.3.1 The Code enters into force upon written acceptance by the supplier, which may be effected through:


- Signing the "Supplier Declaration" issued by the Company; or
- Explicit reference within the contract concluded with the supplier; or
- Submission of a digital declaration in electronic format.

2.3.2 By accepting the Code, the supplier declares that:

- It has reviewed, understood, and considers the content of the document binding;
- It will implement the requirements contained therein within its own operations and among its subcontractors;

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Confidentiality: Vertraulichkeit: Bizalmasság:	<div style="border: 2px solid red; padding: 5px; display: inline-block;">B2</div>	Supplier Code of Conduct
		&[Seite]/&[Seiten]

- Upon request by the Company, it will provide supporting documentation evidencing compliance with the Code (e.g., internal policies, procedures, training materials, meeting minutes).

2.4 Monitoring, Oversight, and Sanctions

2.4.1 The Company reserves the right to appropriately monitor compliance with the requirements set forth in this Code. The supplier is obliged to cooperate actively by providing the necessary information and documentation, and by participating in on-site or written audits.

2.4.2 Prior to any audit, the Company will coordinate with the supplier regarding the scope, timing, and method of the review. Audits may be conducted by designated Company personnel or by an appointed external auditor.

2.4.3 If the Company identifies a breach of the Code, it may prescribe corrective actions with a specified deadline.

The supplier is required to document the implementation of corrective measures and inform the Company in writing.

In cases of serious or repeated violations—particularly those involving human rights, environmental, or ethical standards—the Company reserves the right to suspend or immediately terminate the business relationship.

All audits and resulting actions will be documented in writing and recorded in the Company's compliance registry.

The supplier undertakes to promptly implement all necessary measures to eliminate any identified non-compliance or mitigate its impact.


If the supplier fails to fulfill this obligation within a reasonable timeframe, or if the nature of the violation renders cooperation unfeasible, the Company reserves the right to terminate the contractual relationship with immediate effect, without prejudice to any further rights.

III. Labor and Human Rights Requirements

3.1 Prohibition of Forced Labor and Human Trafficking

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		&[Seite]/&[Seiten]

3.1.1 The Company places high priority on ensuring that its suppliers fully uphold human rights, preserve the dignity of workers, and maintain a safe and fair working environment.

This section sets out the practical requirements and measures that support the implementation of the labor and human rights principles outlined in the Supplier Sustainability Declaration.

3.1.2 Suppliers must take appropriate measures to eliminate all forms of debt bondage, forced or compulsory labor, modern slavery, and human trafficking within their own operations and throughout the supply chain. Suppliers shall ensure that employment is voluntary and that workers are free to resign of their own will, subject to reasonable notice periods. Suppliers are required to provide employment contracts at the time of hiring that comply with applicable laws, are properly documented (e.g., in written or electronic form), are written in a language understood by the employee, and clearly and accurately outline the employee's rights and obligations.

3.1.3 Furthermore, suppliers must not mislead or deceive potential employees regarding the nature of the work, must not require payment of recruitment or improper transportation fees, and must not confiscate, destroy, conceal, or deny access to employees' passports or other government-issued identification documents. Suppliers must not restrict workers' freedom of movement or compel them to use company-provided accommodation involuntarily or without operational justification.

3.1.4 Passing recruitment and labor brokerage fees on to employees is strictly prohibited.

3.1.5 The Company may conduct annual audits of its suppliers. These audits will examine recruitment practices, the legality of employment contracts, and the adequacy of employee communication. A written report will be prepared for each audit.


3.2 Prohibition of Child Labor

3.2.1 The Company enforces zero tolerance for all forms of child labor. Suppliers are required to operate procedures that prevent individuals under the age of 15, or below the minimum legal working age as defined by applicable laws, from being employed.

3.2.2 Suppliers must maintain records verifying the age of all employees.

3.2.3 Young workers (under the age of 18) may only be assigned tasks that do not endanger their physical or mental development, and their working environment must comply with health and safety regulations.

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 <div>CabTec Group KABELKONFEKTION UND BAUGRUPPENMONTAGE</div>		Regulation
Confidentiality: Vertraulichkeit: Bizalmasság:	<div>B2</div>	Supplier Code of Conduct	&[Seite]/&[Seiten]

3.2.4 The Company will verify age documentation and the working conditions of young employees during supplier audits and self-assessments.

3.3 Working Hours and Rest Periods

3.3.1 Suppliers are required to ensure that employee working hours comply with applicable national legislation and the standards of the International Labour Organization (ILO). Total weekly working hours, including overtime, must not exceed 60 hours, and employees are entitled to at least one rest day per week.

3.3.2 The Company expects suppliers to maintain accurate and up-to-date records of working hours, clearly distinguishing between regular and overtime hours, and documenting the allocation of rest periods.

3.3.3 Overtime must be strictly voluntary and compensated at the legally mandated premium rate.

3.3.4 The Company monitors compliance with working hour and overtime requirements through supplier assessments, self-declarations, and audits, and may prescribe corrective actions where necessary.

3.4 Compensation and Benefits


3.4.1 Suppliers must comply with all applicable wage regulations, including those related to minimum wage, overtime compensation, and statutory benefits. Overtime work must be compensated at a rate higher than the standard hourly wage. All employees must receive written information regarding the terms of their employment in a language they understand. Suppliers may not withhold wages as a disciplinary measure, nor may they deduct wages in any manner not permitted by national or local law without the employee's explicit written consent. All temporary and outsourced labor arrangements must comply with locally applicable laws.

3.4.2 Payments must be made regularly, transparently, and documented in writing.

3.4.3 Suppliers are required to uphold the principle of "equal pay for equal work" and must provide detailed pay slips for all compensation.

3.4.4 The Company reviews compensation and benefits structures during supplier audits and annual self-assessments, with particular attention to preventing gender-based wage disparities.

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		&[Seite]/&[Seiten]

3.5 Non-Discrimination and Fair Treatment

3.5.1 Suppliers are required to treat all employees with respect, free from harassment and discrimination. Under no circumstances—whether during recruitment or in any employment practice—may suppliers discriminate against any employee based on race, religious belief or practice, faith, skin color, origin, gender, sexual orientation (including gender identity), marital status, age, physical or mental disability, health condition, genetic information, ancestry, military veteran status, or any other legally protected characteristic. Suppliers must not mandate medical testing, including pregnancy tests, unless required by law or regulation for safety reasons.

3.5.2 Suppliers must treat all employees humanely and with appropriate respect, and must be committed to maintaining a workplace free from harassment. Employees must not be subjected to corporal punishment, nor to physical, sexual, psychological, or verbal abuse. Financial penalties must not be used as a disciplinary measure.

3.5.3 Suppliers are required to establish appropriate procedures for investigating harassment, abuse, and unfair treatment, and must maintain a grievance mechanism that ensures confidentiality and protection against retaliation for complainants.

3.5.4 Each supplier must annually assess the effectiveness of its grievance handling practices and initiate improvement measures based on the findings. The Company may request information and data on the supplier's grievance procedures during audits or ad hoc reviews, and may provide feedback or recommendations for improvement as needed.

3.6 Diversity and Inclusion

3.6.1 Suppliers must cultivate and promote an inclusive culture that values diversity. Diversity should be encouraged at all organizational levels and among all employees, with particular—but not exclusive—attention to cultural, ethnic, and religious diversity.


3.6.2 Suppliers must ensure that every employee is able to fully contribute and realize their potential, and must support a healthy balance between work and personal life.

3.6.3 Suppliers are required to conduct at least one annual training session for employees on fair treatment and maintaining a harassment-free workplace. Attendance must be recorded, and the register must be made available to the Company upon request.

3.7 Trade Union Rights and Employee Participation

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		&[Seite]/&[Seiten]

3.7.1 Suppliers must ensure that employees are free to exercise their rights to representation and collective bargaining.

3.7.2 The Company conducts random checks to verify whether suppliers operate employee consultation forums or equivalent mechanisms that allow meaningful employee input.

3.7.3 Based on audit reports, the Company maintains statistical indicators on the frequency of employee consultations and the resulting actions taken.

IV. Occupational Health and Safety

The Company's fundamental expectation is that all suppliers maintain a working environment that ensures the health, safety, and well-being of their employees.

The principle of safe working conditions and preventive measures is a cornerstone of the Company's operations, extending across all manufacturing, logistics, and administrative processes throughout the entire supply chain.

The purpose of this section is to define the procedures and measures that ensure the practical implementation of the health and safety principles outlined in the Supplier Sustainability Declaration.

4.1 Occupational Health and Safety System

4.1.1 Suppliers are expected to operate a structured occupational health and safety system that complies with applicable local legislation.

4.1.2 This includes:


- Designation of a health and safety officer;
- Identification and documentation of occupational safety risks;
- Implementation of preventive measures;
- Recording and investigation of workplace accidents.

4.1.3 The Company does not require suppliers to implement certified systems (e.g., ISO 45001), but encourages them to progressively align their operations with these principles.

The presence of management system elements may be verified by the Company through annual self-assessments, questionnaires, or sample-based audits.

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		&[Seite]/&[Seiten]

4.2 Workplace Safety and Accident Prevention

4.2.1 Suppliers are responsible for identifying and preventing work-related hazards at all operational sites.

4.2.2 Suppliers are expected to ensure that:

- All employees receive protective equipment appropriate to their job function;
- Machinery and equipment are operated and maintained safely;
- Work areas are orderly and free of obstructions;
- Employees are informed of the appropriate actions to take in the event of an accident.

4.2.3 Suppliers are encouraged to compile a brief annual summary of workplace incidents (e.g., number of cases, causes), which may be requested by the Company during partner reviews.

4.3 Emergency Preparedness

4.3.1 Suppliers must ensure the basic conditions for emergency procedures, including:

- Clearly marked emergency exits and evacuation routes;
- Maintenance of fire-fighting and first-aid equipment;
- Basic emergency training for employees.

4.3.2 It is expected that the designated emergency officer and the procedural guidelines are documented in writing (e.g., in local instructions or brief notices).

4.3.3 During audits, the Company will assess the existence of these measures and employee awareness, rather than the formal length of documentation.


4.4 Workplace Hygiene and Health Protection

4.4.1 Suppliers must ensure a healthy and clean working environment, including:

- Availability of drinking water, restrooms, and hygiene facilities;
- Adequate ventilation, lighting, and temperature control in work areas;
- Safe handling of food, materials, and waste;
- Regular medical fitness checks for employees.

4.4.2 Suppliers are expected to take preventive measures such as health protection briefings, designation of smoke-free zones, and maintenance of basic first-aid records.

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4.5 Health and Safety Communication

4.5.1 Suppliers are required to provide occupational health and safety information and training in the native language of their employees. Health and safety instructions must be visibly posted at the facility. Employees should be encouraged to report any safety-related concerns.

4.5.2 All suppliers must ensure that employees receive health and safety training prior to commencing work and periodically as needed. A brief written record of the training (e.g., signed attendance sheet or electronic confirmation) must be maintained.

V. Environmental Protection and Resource Efficiency

The Company and its suppliers share a joint responsibility to minimize the environmental impact of production and service activities.

The Company's objective is for all actors in the supply chain to strive for reduced material and energy consumption, pollution prevention, and continuous measurement and improvement of environmental performance.

These requirements aim to ensure that environmental responsibility is not merely a matter of formal compliance, but a measurable practice among partners.

5.1 Environmental Guidelines and Responsibility

5.1.1 Suppliers must comply with all applicable environmental laws, permitting requirements, and reporting obligations in the course of their operations.

5.1.2 Each supplier is expected to:


- Appoint an environmental officer;
- Maintain a basic environmental policy or procedure;
- Monitor key environmental impacts (e.g., energy, water, waste, emissions).

5.1.3 While certification (e.g., ISO 14001) is not mandatory, the Company encourages suppliers to develop management practices aligned with the nature of their operations. Compliance may be verified through self-assessments and partner questionnaires.

5.2 Pollution Prevention and Emissions Reduction

5.2.1 Suppliers are required to minimize air pollution, dust and chemical emissions, and noise impacts in the course of their activities.

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		&[Seite]/&[Seiten]

5.2.2 Suppliers are expected to:

- Handle hazardous materials in accordance with legal requirements;
- Monitor emissions (at minimum through visual inspection, documented annually);
- Implement preventive measures to avoid environmental incidents (e.g., spills, leaks);
- Ensure that employees are familiar with local environmental instructions.

5.2.3 During audits, the Company verifies the existence of measures aimed at preventing environmental harm (e.g., storage methods, waste disposal practices, use based on safety data sheets), rather than assessing emission threshold values.

5.3 Waste Management

5.3.1 Suppliers are required to manage waste in accordance with applicable legislation and by engaging authorized service providers.

5.3.2 Suppliers are expected to:

- Collect waste selectively;
- Store hazardous materials separately and securely;
- Estimate or record the volume of waste generated annually;
- Strive to increase the proportion of recycled materials.

5.3.3 The Company may verify, through audits or questionnaires, whether waste management at the supplier is conducted in a regulated and traceable manner (e.g., transport documentation, photographs, tracking sheets).

5.4 Water Management


5.4.1 Suppliers are responsible for managing water usage efficiently and in an environmentally conscious manner.

5.4.2 Suppliers are expected to:

- Monitor water consumption (drinking water, process water);
- Treat contaminated water in accordance with local regulations;
- Identify and prevent leaks and water waste;
- Ensure safe drinking water is accessible to employees.

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Confidentiality: Vertraulichkeit: Bizalmasság:	<div style="border: 2px solid red; padding: 5px; display: inline-block;">B2</div>	Supplier Code of Conduct
		&[Seite]/&[Seiten]

5.4.3 The Company encourages suppliers to prepare a brief annual estimate or report on their water usage, including approximate data where necessary.

5.5 Energy Efficiency and Greenhouse Gas Emissions

5.5.1 Suppliers are expected to strive for reductions in energy consumption and greenhouse gas emissions.

5.5.2 Suppliers are expected to:

- Assess or estimate energy consumption at least annually;
- Implement energy-efficient technologies, lighting, and machinery;
- Minimize energy waste from idle equipment and machinery;
- Evaluate the feasibility of renewable energy sources where economically viable.

5.6 Material Usage and Environmentally Conscious Design

5.6.1 Suppliers are encouraged to reduce the use of non-renewable raw materials and hazardous substances.

5.6.2 Suppliers are expected to:

- Avoid prohibited or restricted substances (e.g., REACH, RoHS);
- Explore opportunities to optimize material usage;
- Prioritize recyclable or environmentally friendly materials.

5.7 Continuous Improvement and Feedback


5.7.1 The Company reviews suppliers' environmental performance at least once every six years and may request related data annually. The review is carried out by the Head of Procurement.

5.7.2 Reviews are based on:

- Supplier self-assessment questionnaires;
- Audits or on-site inspections;
- A brief (1–2 page) environmental summary provided by the supplier.

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		&[Seite]/&[Seiten]

5.7.3 Based on the findings, improvement recommendations are jointly developed with the supplier. The goal is progressive enhancement, not punitive action. The Company collects and shares best practices annually among its partners.

VI. Ethical Business Conduct and Compliance

The Company and its suppliers consider ethical, transparent, and lawful operations to be core values in all business activities. The Company expects its partners to avoid corruption and unfair advantages, and to safeguard the trust of customers, employees, and business partners.

The objective is to build a supplier network where responsible decision-making, integrity, and transparency are part of everyday practice.

6.1 Business Integrity and Anti-Corruption

6.1.1 Suppliers are required to conduct business in accordance with the highest standards of integrity. All business activities must be carried out lawfully, honestly, and transparently.

The Company enforces zero tolerance for all forms of corruption, bribery, conflicts of interest, and unlawful advantage.

6.1.2 Prohibited conduct includes:

- Offering, accepting, or promising financial or other benefits to gain business, advantage, or influence;
- Engaging in corruption, bribery, fraud, or embezzlement;
- Exerting undue pressure on the Company's decision-makers or employees.

6.1.3 Suppliers are expected to:


- Maintain internal anti-corruption policies or ethical guidelines;
- Require employees to understand and comply with these rules;
- Immediately report any attempted misconduct related to the Company.

6.1.4 The Company guarantees that such reports will be handled confidentially and that whistleblowers will not face retaliation.

6.1.5 Suppliers must act with integrity at all times and take appropriate measures to identify and address violations.

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		&[Seite]/&[Seiten]

6.1.6 The Company may assess the effectiveness of anti-corruption practices through audits or questionnaires (e.g., ethical declarations, training records, contractual clauses).

6.2 Fair Competition and Responsible Business Practices

6.2.1 Suppliers must fully comply with national and international laws governing fair competition.

6.2.2 Prohibited conduct includes any activity that may distort the market, particularly:

- Coordinating prices, bids, or market allocation with competitors;
- Unfairly influencing other market participants;
- Using or acquiring insider information unlawfully.

6.2.3 The Company expects suppliers to possess at least basic knowledge of competition law and to operate internal procedures that prevent anti-competitive practices.

6.3 Data Protection and Information Security

6.3.1 Suppliers are required to handle all data provided by CabTec or its partners confidentially and securely.

This applies to:


- Personal data (e.g., employee, customer, and representative information);
- Business, technical, and financial information;
- Development, production, and quality documentation.

6.3.2 Suppliers must:

- Comply with applicable data protection laws (particularly the EU GDPR);
- Appoint a data protection officer or designated contact;
- Ensure that only authorized personnel have access to the data;
- Conduct data transmission and storage securely.

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		&[Seite]/&[Seiten]

6.3.3 Suppliers must ensure the lawful and appropriate collection, processing, storage, and deletion of sensitive data (including trade secrets and personal information). These obligations must be extended to their employees. Sensitive data must not be disclosed to third parties or made accessible in any form without proper authorization, and must be protected accordingly.

6.3.4 The Company reserves the right to verify the supplier's data management and information handling practices—potentially through audits conducted with external experts—to ensure compliance with these requirements.

6.4 Protection of Intellectual Property

6.4.1 Suppliers must respect the intellectual property rights of the Company and third parties.

6.4.2 It is strictly prohibited to:

- Copy or transmit documents, designs, technical solutions, know-how, or other intellectual property owned by the Company without authorization;
- Use such materials for personal purposes;
- Make them accessible to third parties.

6.4.3 Suppliers must use any information received from the Company solely for the purposes defined in the contract and must extend confidentiality obligations to their employees and subcontractors.

6.4.4 Confidentiality obligations remain in effect even after the termination of the contract.

6.5 Responsible Sourcing and Raw Material Origin


6.5.1 The Company expects suppliers to maintain transparent and responsible sourcing practices.

6.5.2 It is of critical importance that raw materials and components:

- Do not originate from regions associated with armed conflict or human rights violations;
- Comply with the OECD Guidelines for Responsible Supply Chains of Minerals;

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		&[Seite]/&[Seiten]

- Have traceable and verifiable sources.

6.5.3 Upon request by the Company, suppliers are required to provide a declaration regarding the origin of relevant raw materials (e.g., tin, tantalum, tungsten, gold, cobalt, etc.). The purpose of this requirement is to ensure corporate social responsibility, not to impose unjustified exclusion.

6.6 Business Transparency and Data Provision


6.6.1 Suppliers must provide the Company with accurate, truthful, and verifiable information regarding their operations, financial status, and compliance practices. Providing misleading, false, or manipulated information constitutes a serious breach of this Code.

VII. Compliance, Grievance Handling, and Continuous Improvement

The Company's objective is to ensure that the principles and obligations set forth in this Supplier Code of Conduct are not merely declarative, but are embedded in the daily operations of the supply chain. To this end, the Company operates a unified compliance, monitoring, and improvement system that ensures rule enforcement, riskmanagement, and continuous development.

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		&[Seite]/&[Seiten]

7.1 Compliance Management

7.1.1 The designated Company representative responsible for the implementation and oversight of the Code is the Head of Quality Management.

Their responsibilities include:

- Ensuring integration of the Code's principles into procurement, quality assurance, and HR processes;
- Coordinating monitoring and audit activities;
- Monitor supplier performance in the area of sustainability and with respect to the provisions of the Supplier Code of Conduct; Initiating corrective actions to address identified deficiencies.

7.1.2 Suppliers are responsible for appointing an internal representative accountable for compliance with the Code and for ensuring that its requirements are embedded in daily operations.

7.2 Compliance Evaluation and Auditing

7.2.1 The Company evaluates supplier compliance through a multi-tiered approach:

a) Self-declaration and documentation: All new suppliers must submit a written declaration of acceptance of the Code as a condition of contract. Suppliers are required to prepare a brief annual self-assessment report covering the areas defined in the Code (labor, ethics, environment, safety).

For existing suppliers, the Company sends an email notification informing them of the adoption of the Code and provides the opportunity to confirm its acceptance in writing.

b) Document review: The Company may request submission of documents supporting compliance with the Code (e.g., occupational safety records, grievance procedures, ethical declarations).


c) On-site inspection / audit: Suppliers identified as higher risk may be subject to on-site audits by the Company.

The purpose of the audit is to assess actual practices—not to impose sanctions, but to promote improvement.

A written audit report is prepared, detailing any deficiencies and recommended corrective actions.

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d) Follow-up on corrective actions: Suppliers must prepare a corrective action plan addressing identified deficiencies, which is approved by the Company with a defined deadline.

A brief written report or photographic documentation of implementation is sufficient.

7.3 Training and Awareness

7.3.1 The Company organizes at least one annual briefing or online knowledge-sharing session for strategic suppliers, covering expectations related to sustainability, ethics, and occupational safety.

7.3.2 Suppliers are required to ensure that their employees and subcontractors are familiar with the relevant provisions of the Code.

Attendance sheets, certificates, or e-learning records may be maintained for training sessions or internal education.

7.3.3 The Company supports voluntary learning initiatives and shares best practices among its partners.

7.4 Violations and Grievance Handling

7.4.1 In the event of suspected violations of the Code, unlawful conduct, or unethical behavior, suppliers, their employees, and partners may submit reports safely and anonymously.

The Company ensures confidential, retaliation-free reporting channels:

- Via email to panaszctuk@cabtecgroup.com
- By post, addressed to the Company's Compliance Officer;
- In person, in a sealed envelope submitted to the HR or Procurement Department.


The Compliance Officer is responsible for handling reports and shall:

- Investigate the case and involve senior management if necessary;
- Ensure protection of the reporting party;
- Document all actions taken in writing.

An annual statistical summary of reports is compiled to support the prevention of recurring issues and to drive process improvement.

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	Confidentiality: Vertraulichkeit: Bizalmasság:	B2	Supplier Code of Conduct

7.5 Sanctions and Legal Consequences

7.5.1 In the event of a breach of the Code, the Company acts in accordance with the principle of proportionality. The severity, recurrence, and impact of the violation determine the escalation of measures.

Possible consequences include:

- Issuance of a warning and requirement to implement a corrective action plan;
- Temporary suspension from the approved supplier list;
- Termination of the contractual relationship in cases of serious or repeated violations.

All decisions are preceded by a documented investigation.

VIII. Final Provisions

This Policy enters into force on 13.11.2025.

The establishment and amendment of this Policy fall under the authority of the Company's current executive officer.

The latest valid version of this Policy is available electronically on the Company's website and will be distributed via email to all suppliers subject to its scope.

Familiarity with and adherence to the provisions of this Policy constitute a contractual obligation for the Company's suppliers.

Any changes to the annexes do not require formal amendment of this Policy.

Issued in: Rotkreuzt, on 13.11.2025.



Tibor Berta

General Manager

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		Implemented uniform CabTec design	01

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