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CODE OF CONDUCT FOR SUPPLIERS



EDITION	REDACTION NAME - FUNCTION	VERIFICATION AND APPROVAL	
		NAME - FUNCTION	SIGNATURE
01	R LAMEIRE – Supplier Quality	J DE RONNE – Quality Manager Ronse D RIGAUX – Purchasing Manager	
		CODE OF CONDUCT FOR SUPPLIERS	DATE: 15/01/2020

MODIFICATION CHANGE PAGE

EDITION	DATE	DESCRIPTION OF THE MODIFICATIONS
00	26-05-2016	First édition
01	15-01-2020	Par. 5 – Legal Compliance

1 PURPOSE

This Code of Conduct defines the basic requirements placed on C-MAC’s suppliers concerning their responsibilities towards their stakeholders and the environment. C-MAC reserves the right to reasonable change the requirements of this Code of Conduct due to changes of the C-MAC Supplier Quality Guidelines. In such event C-MAC expects the supplier to accept such reasonable changes.

2 APPLICABLE AREA

This document is applicable on Suppliers qualified by QAR, Purchasing and Supplier Management

3 DEFINITIONS

Not applicable

4 REFERENCES

CA1011A01E00 – Code of Conduct for C-MAC Suppliers – Declaration of the Supplier

5 CODE OF CONDUCT FOR C-MAC SUPPLIERS

The supplier declares herewith:

- **Legal compliance**
 - To comply with the laws of the applicable legal systems.
 - To comply with the regulatory requirements for RoHs, REACH and ELV.
 - To take reasonable efforts to avoid in its products the use of raw materials (conflict minerals) which directly or indirectly finance armed groups who violate human rights.

- **Prohibition of corruption and bribery**
 - To tolerate no form of and not to engage directly in any form of corruption or bribery and not to grant, offer or promise anything of value to a government official or to a counterparty in the private sector to influence official action or obtain an improper advantage.

- **Fair competition, anti-trust laws and intellectual property rights**
 - To act in accordance with national and international competition laws and not to participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors;
 - To respect the intellectual property rights of others.

- **Conflicts of interest**
 - To avoid all conflicts of interest that may adversely influence business relationships.

- **Respect for the basic human rights of employees**
 - To promote equal opportunities for and treatment of its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
 - To respect the personal dignity, privacy and rights of each individual;
 - To refuse to employ or make anyone work against his will;
 - To refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
 - To prohibit behaviour including gestures, languages and physical contact, that is sexual, threatening, abusive or exploitative;
 - To provide fair remuneration and to guarantee the applicable national statutory minimum wage;
 - To comply with the maximum number of working hours laid down in the applicable laws;
 - To recognize, as far as legally possible, the right of free association of employees and to neither favour nor discriminate against members of employee organizations or trade unions.

- **Prohibition of child labour**
 - To employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.

- **Health and safety of employees**
 - To take responsibility for health and safety of its employees;
 - To control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
 - To provide training and ensure that employees are educated in health and safety issues;
 - To set up or use a reasonable occupational health & safety management system

- **Environmental protection**
 - To act in accordance with the applicable statutory and international standards regarding environmental protection;
 - To minimize environmental pollution and make continuous improvements in environmental protection;
 - To set up or use a reasonable environmental management system

- **Supply chain**
 - To use reasonable efforts to promote among its suppliers compliance with this Code of Conduct;
 - To comply with the principles of non-discrimination with regard to supplier selection and treatment.

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