

## Memorandum of Understanding on Ethical Principles

**PARTNER  
FROM START  
TO FUTURE.**

PohlCon GmbH undertakes to supply all customers with high quality products which correspond to the state of the art and are manufactured in conformity with the laws and directives of the European Union and the Federal Republic of Germany. This results in the following declarations:

- The PohlCon GmbH sources all products used in production almost exclusively in the European Economic Area. As a result, and because we do not manufacture our own raw materials, conformity with the REACH regulation only applies to us to a limited extent. Nevertheless, we regularly ask our suppliers to declare information about non-compliant substances in the semifinished and finished products that we purchase. The regular monitoring of these queries forms the basis of our management system for REACH.
- As a supplier for electrical installations, the RoHS directives (2011/65/EU and 2002/95/EU) are relevant for us. However, as we do not place electrical equipment on the market, we can only declare our intention to support and align our products to ensure that no hazardous substances from the supply chain or through production aids enter our products.
- We reject the use of so-called "conflict materials", rare earths and ores from conflict areas. We regularly ask our suppliers who procure raw materials to verify the use of such materials. This is one of the reasons for awarding contracts to suppliers if they can demonstrate their supply chains accordingly.
- PohlCon GmbH complies with laws and guidelines regarding minimum wage and child labour. All employees are paid at least the minimum wage. All suppliers are obliged to do the same. We support the containment of child labour through the selection of our suppliers.

We observe new versions of the respective guidelines and incorporate them with the help of our supplier management. This declaration remains valid beyond updates of the various guidelines. We update this declaration on an annual basis as part of our daily supplier management operations.



Oliver D. Gessert  
Managing Director



i.A. Vera Pieper  
Head of Quality and Integrated Management System