

ids:

Code of Conduct

Table of Contents

Preamble	3
1. Basic Understanding	3
2. Compliance with the Law	3
3. Integrity and Compliance	4
3.1. Corruption	4
3.2. Fair competition	4
3.3. Prevention of money laundering.....	4
3.4. Protection of information and intellectual property.....	4
3.5. Data protection.....	4
3.6. Export control.....	4
3.7. Avoidance of conflicts of interest	5
4. Health and Safety	5
5. Remuneration and Working Hours	5
6. Respect for Human Rights	6
6.1. Prohibition of child labour.....	6
6.2. Prohibition of forced labour	6
6.3. Freedom of association and collective bargaining.....	6
6.4. Promotion of diversity and equal opportunities	6
7. Environment, Energy and Climate Protection	6
8. Handling of Conflict Minerals	7
9. Supply Chain	7
10. Consumer Interests	7
11. Implementation and Enforcement	7
11.1. Communication.....	8
11.2. Information on violations	8

Preamble

IDS Imaging Development Systems GmbH produces and develops products for industrial machine vision. As a supplier of powerful industrial cameras, we want to offer our customers the best user experience in the vision market.

Integrity, mindfulness and continuous product improvement are important cornerstones for us. At the same time, we want to ensure that we treat people and the environment with respect and act in a socially responsible manner.

1. Basic Understanding

This Code of Conduct is based on a common basic understanding of socially responsible corporate governance as defined in the following guidelines.

We, IDS Imaging Development Systems GmbH, assume responsibility within the bounds of our respective abilities and spheres of activity by taking into account the consequences of our business decisions and actions in legal, economic, technological as well as social and ecological terms. In this way, we contribute to the social and economic development of the countries and regions in which we operate.

Our actions are in accordance with the relevant legal regulations. We are guided by ethical values and principles, in particular integrity and honesty as well as respect for human dignity, as laid down in the principles of the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the core labour standards of the International Labour Organization (ILO) as well as the United Nations Guiding Principles on Business and Human Rights.

This Code of Conduct sets out the basic principles of our conduct, which we actively demand our employees around the world to observe. The contents apply to all our company's subsidiaries and business units.

We expect the same basic understanding from our business partners. It is not intended to create rights in favour of third parties.

2. Compliance with the Law

We are committed to complying with the applicable laws and other legal provisions of the countries in which we operate. If local laws and regulations are less restrictive, our actions are guided by the principles of this Code of Conduct. In cases where there is a direct conflict between mandatory local law and the principles contained in this Code of Conduct, local law shall prevail. Nevertheless, we strive to comply with the contents of this Code of Conduct.

3. Integrity and Compliance

We have taken appropriate compliance measures to ensure that the following topics are adequately covered:

3.1. Corruption

We do not tolerate corruption, bribery or extortion; they hinder fair competition. In our business relationships, we neither promise, offer, grant, demand or accept nor do we allow ourselves to be promised such benefits associated with the intention of influencing business decisions or which could give the impression of doing so or procuring any other inadmissible advantage. We apply very stringent standards in dealings with persons to whom special criminal and liability regulations apply (e.g. public officials).

3.2. Fair competition

We act in accordance with national and international competition and cartel law and do not participate in price fixing, market sharing, or customer, market or bid rigging.

3.3. Prevention of money laundering

Money laundering refers to the process of smuggling money or assets gained or acquired through illegal activities into the legitimate financial and economic system. We comply with our legal obligations to prevent money laundering and do not engage in transactions that serve to conceal or integrate criminal or illegally acquired assets.

3.4. Protection of information and intellectual property

We protect confidential information and respect intellectual property; the transfer of technology and know-how must be carried out in such a way that intellectual property rights and customer information, trade secrets and non-public information are protected. We comply with applicable trade secret laws and treat confidential information of our business partners accordingly.

3.5. Data protection

We process, store and protect personal data in compliance with legal regulations. Thus, personal data is collected confidentially, for legitimate, previously specified purposes only and in a transparent manner. We process personal data only if appropriate technical and organisational measures are in place to protect it against loss, modification and unauthorised use or disclosure.

3.6. Export control

We are committed to complying with the relevant legal standards for export control – in particular licensing requirements, export and support bans – in the context of the transfer and export of our goods.

3.7. Avoidance of conflicts of interest

We avoid internal and external conflicts of interest that could illegitimately influence business relationships. If this is not successful, we disclose these conflicts.

4. Health and Safety

We safeguard the health of our employees by taking appropriate health and safety measures (e.g. implementing an occupational health and safety management system) that adequately cover the following topics:

- Compliance with applicable laws and guidance on international standards health and safety standards;
- Appropriate workplace design, safety regulations and provision of suitable personal protective equipment;
- Implementation of preventive controls, emergency measures, an accident reporting system and other suitable measures for continuous improvement;
- Enabling access to drinking water in sufficient quantity as well as access to clean sanitation facilities for employees.

We make sure that all our employees receive appropriate instruction.

5. Remuneration and Working Hours

Remuneration is based on the applicable laws and is supplemented by the respective, national minimum wage laws. Employees are provided with clear, detailed and regular information on the composition of their pay.

We comply with applicable laws and (international) labour standards regarding maximum permissible working hours and ensure that

- working hours, including overtime, do not exceed the respective maximum limits permitted by law;
- weekly working hours, including overtime, do not exceed 60 hours, even in exceptional cases, unless such provisions exist;
- workers have at least one full day off per calendar week.

6. Respect for Human Rights

We respect and support the upholding of internationally recognised human rights and

- respect the personal dignity, privacy and personal rights of each individual;
- protect and grant the right to freedom of opinion and expression;
- do not tolerate unacceptable treatment of employees, such as physical and psychological hardship, sexual and personal harassment or discrimination;
- do not tolerate any form of modern slavery and human trafficking;
- protect and grant the right to freedom of opinion and expression.

6.1. Prohibition of child labour

We do not tolerate child labour. We do not hire employees who are not at least 15 years of age, unless local law sets a higher age limit.

6.2. Prohibition of forced labour

Forced labour, modern slave labour or comparable measures that deprive people of their freedom are prohibited. All work must be undertaken voluntarily and there must be an option to terminate the employment.

6.3. Freedom of association and collective bargaining

We respect the right of workers to freedom of association, freedom of assembly and collective bargaining, as long as this is legally permissible and possible in the respective country. If this is not permissible, we seek appropriate compromises for our employees.

6.4. Promotion of diversity and equal opportunities

We promote equal opportunities and do not tolerate discrimination. We treat all people equally, regardless of gender, age, skin colour, ethnic origin, sexual identity and orientation, disability, religious affiliation, ideology or other personal characteristics.

7. Environment, Energy and Climate

We act in accordance with applicable laws and follow international standards to minimise negative impacts on the environment and continuously improve our activities for environmental and climate protection.

All employees are made aware of environmental protection and are provided with necessary training and education.

We have taken appropriate environmental protection measures to adequately cover the following topics:

- Goal setting, definition and implementation of measures as well as their continuous improvement;
- Environmental aspects such as reducing CO2 emissions, increasing energy efficiency, as well as using renewable energies, safeguarding water quality and reducing water consumption, safeguarding air quality, promoting resource efficiency, reducing waste and disposing of it properly, and handling hazardous substances responsibly for people and the environment.

8. Handling of Conflict Minerals

We take due diligence measures to avoid the use of conflict minerals in our products in order to prevent human rights violations, corruption and funding of armed groups or similar.

9. Supply Chain

We expect our suppliers to comply with the principles of this Code of Conduct or to apply equivalent codes of conduct. We also encourage them to enforce the contents of this Code of Conduct in their supply chains. We reserve the right to check the application of this Code of Conduct by our suppliers, both systematically and ad hoc. This may take the form of questionnaires, assessments or audits.

If there are still doubts regarding compliance with this Code of Conduct, the supplier will be requested to take appropriate countermeasures and to report the matter to the respective contact within our company. If necessary, the cooperation will be terminated.

10. Consumer Interests

Insofar as consumer interests are affected, we comply with consumer protection regulations as well as appropriate sales, marketing and information practices. Greater attention is paid to particularly vulnerable groups (e.g. young people or pregnant women).

11. Implementation and Enforcement

We make appropriate and reasonable efforts to continuously implement, document and apply the basic principles and values described in this Code of Conduct. All employees are informed about the contents of the Code of Conduct and receive training on relevant topics as required. Violations of the Code of Conduct are not tolerated and may lead to consequences under labour law.

11.1. Communication

We communicate the requirements of this Code of Conduct and its implementation to employees, customers, suppliers and other stakeholders in an open and dialogue-oriented manner.

11.2. Information on violations

We provide our employees and business partners with access to a protected mechanism for reporting potential violations of the principles of this Code of Conduct in confidence.

If you have any information, please contact the following office directly or anonymously.

IDS Imaging Development Systems GmbH
Management
Dimbacher Strasse 10
D-74182 Obersulm
+49 (0)7134 961 96 666
compliance@ids-imaging.com

Obersulm, _____

IDS Imaging Development Systems GmbH

Jan Hartmann
Managing Partner

Alexander Lewinsky
Managing Director