



Code of Conduct for suppliers

Technische Unie B.V. – part of Sonepar – endeavours to perform its services as efficiently and effectively as possible with respect for people and the environment. Our ambition is for corporate social responsibility to be a normal part of our daily activities for everyone at all times. We invite you to share and support this ambition and to promote it with us as our supplier.

Jan Ferwerda
Managing Director

Code of Conduct for suppliers in the chain

Suppliers shall comply with the local laws, regulations and procedures that apply to the production location concerned. They shall have management systems in which the code of conduct for suppliers is also guaranteed. We expect our suppliers to adopt their own written code of conduct vis-à-vis their suppliers, thereby enabling the principles of a code of conduct to extend down the chain.

Intellectual property rights

Suppliers shall respect intellectual property rights and at all times refrain from breaches of third-party intellectual property rights when delivering products or services to Technische Unie B.V. Furthermore, suppliers shall not commit any form of plagiarism or supply counterfeit products.

Employee health & safety

Suppliers shall ensure the safety, health and welfare of their employees as well as any visitors and other stakeholders who are involved in the business activities. Furthermore, they shall comply with current laws and regulations and follow applicable health and safety procedures drawn up by the supplier.

Fair competition/antitrust/trade practices

Suppliers shall observe all current antitrust, trade practice and anticorruption legislation and regulations. In doing so they shall refrain from practices such as improper exchanges of information on competitors, price agreements, bid-rigging, improper market allocation or other practices which unlawfully restrict competition.

Fighting corruption

Suppliers shall avoid any form of corruption and observe the applicable anticorruption laws. We forbid the provision of improper payments of money (bribes or backhanders) or valuable items to anyone.

Human rights

Suppliers shall respect human rights. They shall also encourage diversity, divergent opinions, promote equal opportunities for everyone and help to create a committed and ethical culture.

Human trafficking

Suppliers shall not become involved in the use of forced, bonded, or involuntary prison labour, slavery or human trafficking. They shall also refrain from any practices which come about through threats, violence, force, abduction or exploitation.

Child labour

Suppliers shall not use child labour or conduct business with suppliers or subcontractors that use child labour. The term 'child' means any person under the statutory minimum age applicable to employees where the work is performed.



Conflict minerals

Suppliers shall take measures to ascertain whether their products contain conflict minerals. Conflict minerals are raw materials, such as tin, tantalum, gold and tungsten, which are placed directly or indirectly on the international market by violent groups in conflict areas, such as the Democratic Republic of Congo or neighbouring countries. If this proves to be the case, the supplier shall conduct a meticulous investigation to check the supply chain for the origin of the materials concerned and take the necessary measures to ensure that products supplied to Technische Unie B.V. are free of such conflict minerals.

Non-discrimination

Suppliers shall respect their employees and job applicants and offer them equal job opportunities. Furthermore, they shall avoid any discrimination based on race, ethnicity, religion, skin colour, gender, nationality, age, sexual orientation, marital status, family structure, genetic information, mental or physical disabilities or otherwise, insofar as the work can in essence be performed, possibly after making reasonable adjustments.

Intimidation

Suppliers shall ensure that their employees can perform the work in an environment without physical, psychological and verbal intimidation or any other form of abuse.

Reporting

Suppliers must provide their employees with appropriate means to raise problems or concerns for discussion without any fear of retaliation.

Environment

Suppliers shall respect the environment and actively manage risks to minimise any environmental impact. They shall also make every effort to use energy as efficiently as possible and encourage the use of renewable energy.

Conflicts of interest

Suppliers shall avoid all forms of conflicts of interest and situations which have the appearance of a conflict of interest in the business they conduct with Technische Unie B.V. Possible situations which could lead to conflicts between Technische Unie B.V. and the supplier must always be reported to Technische Unie B.V.

Presents/small business gifts

Suppliers shall not use small business gifts to obtain an unfair competitive advantage. The supplier must take into account the following when providing small business gifts and promotional items to employees of Technische Unie B.V.:

- Money and vouchers are not permitted.
- Gifts with a value of > € 50 must be reported to the manager of the employee concerned.
- Invitations to events which are not related to work must be reported to the manager of the employee concerned.
- Gifts which are in breach of local legislation and regulations are not permitted.
- Gifts which could harm the reputation of Technische Unie B.V. are not permitted.

Export/import control

Suppliers must ensure that their actions comply with all current legislation and regulations which apply to the import and export of goods, parts, ingredients and services that they use.

Confidential/company-specific information

Suppliers shall take the necessary measures to protect all sensitive information, including confidential, company-specific and personal information.

Information must not be used for purposes beyond the scope of the business arrangements with Technische Unie B.V. without first obtaining Technische Unie B.V.'s specific approval.

Laws, regulations and agreements

Suppliers must ensure their production, products and services are in compliance with current legislation and regulations, both local and otherwise.

The supplier shall conform to the principles (stipulations) set out above, shall act accordingly or at least make every effort to comply at all times with the stipulations arising from this Code of Conduct for suppliers of Technische Unie B.V.

Supplier's name:

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Representative's name*:

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Job title:

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Date:

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Signature:

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* This document must be signed on the supplier's behalf by a person registered with the Chamber of Commerce as having authority to sign.