

CUPOWER

Code of Conduct

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This Code of Conduct defines the basic requirements placed on the THE CUPOWER GROUP (hereinafter "CUPOWER") concerning their responsibilities towards their stakeholders, affected groups and the environment.

The company declares herewith:



Legal compliance

- to comply with the laws of the applicable legal system(s).



Management systems

- to set up and continuously improve appropriate management processes to prevent, identify, mitigate and if necessary remediate negative social, ecological, health and safety related impacts on workers and communities;
- to establish an effective grievance procedure to ensure that any worker, acting individually or with other workers, can submit a grievance without suffering a prejudice or retaliation of any kind.



Prohibition of corruption and bribery

- to tolerate no form of and not to engage in any form of corruption or bribery be it by employees, third parties or agents, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.



Respect for the basic human rights of all internal and external workers

- 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, and ensure the health and safety of young workers, precluding them from hazardous and night work;
- not to engage in or tolerate any form of modern slavery, forced labour and human trafficking;
- to ensure that no internal or external worker is subject to unethical recruitment practices;
- to promote equal opportunities for and treatment of its employees irrespective of skin color, 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 tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- to prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
- to provide fair remuneration and to guarantee at least 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 and collective bargaining of employees and to neither favor nor discriminate against members of employee organizations or trade unions.



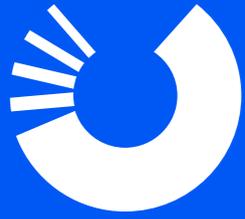
Health and safety of all internal and external workers & environmental protection

- to take responsibility for the health and safety of all internal and external workers;
- to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
- to provide training and ensure that all internal and external workers are educated in health and safety issues; to act in accordance with the applicable statutory and international standards regarding environmental protection including hazardous substances and wastewater management;
- to minimize environmental pollution and make continuous improvements in environmental protection.



Supply chain

- to use reasonable efforts to address social and environmental risks in their own supply chain and to make reasonable efforts that their companies adhere to requirements comparable to those stipulated herein.



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