

CODE OF CONDUCT

INELCO GmbH and subsidiaries

2015-01-05



INELCO has established a highly demanding Code of Ethics in the very beginning. Thereby the following eight layers of participation were taken into account:

- 1) The customers
- 2) The vision of the founders and owners
- 3) The leading managers of the various companies of the INELCO group
- 4) All other employees
- 5) Cooperation partners, suppliers and free-lancers:
- 6) The communities INELCO is active in
- 7) The other companies in the field of interconnection
- 8) The "market"

There are after all several factors that influence various of the above mentioned layers like:

- job satisfaction, adequate pay, perspectives for growth, gender neutrality, etc.
- social responsibility
- safe working conditions
- avoiding or minimizing environmental hazards
- saving of resources

All this while ensuring the qualified existence of INELCO by earning enough money to achieve its goal and duties.

INELCO is strictly obeying the laws of the countries it is engaged in. When there are different laws and standards in the countries involved, INELCO always tries to fulfill the more stringent demands. INELCO is furthermore sensible for demands due to ethical guidelines even when they are not [yet] considered by applicable laws.

INELCO is proud to be a forerunner in several fields, having understood the importance of various subjects and established demanding codes of conduct accordingly. A typical example are gender related issues. INELCO always has had e.g. more women in leading management functions than demanded even by newly released laws.

The focus of all activities of INELCO are, of course, its customers. INELCO is striving for excellent products to meet their demands, be that an innovative product to develop or a simple, cost-efficient solution without overdoing in fulfilling more than the specifications required.

INELCO's goal was from the beginning the combination of German Engineering and product design with Asian production capacities and US know how.

Relying on relations established long before the start of the company INELCO can rely on a host of personally well known business partners. Thus we can be sure by knowing the responsible managers as well as the production facilities that the various demands concerning work force and environmental issues are strictly obeyed.

INELCO has extremely low personal fluctuations, which clearly indicates job satisfaction and also guarantees high competence.

INELCO considers all positions important and strongly in fairness.

To assure high flexibility and to being able to match also rare demands INELCO established a network of specialists.

INELCO is aware of the fact that it influences the communities it is doing its business in. It is careful to be a positive factor in terms of job creation, job enrichment, perspective, environmental consciousness, etc.

INELCO works rather with than against competing companies, while legitimately sharpening its business.

INELCO influences the electronic market via superior interconnections driven by new ideas, standards and products. As well as ethical standards where due to the international business different cultures and experiences have to be sensibly merged.

If you have any questions not covered in this outline, please contact us under:

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