

Principles on Working Conditions and Human Rights

Fundamental Commitment to Respecting Human Rights

SAR Elektronik GmbH is aware of its responsibility to society and acts accordingly. We recognize the shared responsibility of the company and our employees for the common good. For this reason, we are committed to the United Nations Universal Declaration of Human Rights and actively advocate for its observance.

We therefore maintain a zero-tolerance policy toward issues such as child labor, forced or compulsory labor, and human trafficking, as well as harassment and discrimination.

Should a violation of any of the following regulations by one of our employees or business partners come to light, it will result in immediate termination without notice of the employment or business relationship.

Health and Safety at Work

SAR is responsible for ensuring a safe and healthy work environment. By establishing and implementing appropriate occupational safety systems, necessary preventive measures are taken against accidents and health hazards that may arise in connection with work activities. In addition, employees are regularly informed and trained on applicable health and safety standards and measures. Employees are provided with access to sufficient drinking water and clean sanitary facilities.

Prohibition of Forced Labor and Human Trafficking

No forced labor, slave labor, or any form of labor comparable thereto may be used. All work must be performed voluntarily, and employees must be able to terminate their work or employment relationship at any time. It is prohibited to confiscate or retain identification documents, work permits, entry permits, or other travel documents such as passports. Likewise, unreasonable restrictions on employees' freedom of movement are strictly prohibited.

No financial penalties may be imposed for breach of contract.

To ensure proper employment, identification documents must be verified but not retained. All work-related documents and contractual materials must be provided in a language the employee can understand. In addition, the full terms and conditions of employment must be made available to employees in a transparent and timely manner. Furthermore, no unacceptable treatment of workers is permitted, such as psychological abuse, sexual harassment, or personal harassment.

Prohibition of Child Labor and Protection of Young Workers

Child labor must not be used at any stage of production. SAR adheres to the recommendation set forth in the ILO Conventions regarding the minimum age for the employment of children. Accordingly, the minimum age shall not be lower than the age at which compulsory schooling ends and, in any case, shall not be under 15 years.

Fair Compensation and Social Benefits

The compensation paid to workers must comply with all applicable laws regarding compensation, including, for example, laws on the minimum wage or overtime. If the statutory minimum wage is insufficient to cover the cost of living, the business partner is obligated to pay a wage that covers basic needs. Wage deductions as disciplinary measures are not permitted. The basis on which workers are compensated is communicated to employees on an ongoing basis through a pay stub.

Fair Working Hours

Working hours must comply with applicable laws or industry standards. Overtime is permitted only if it is worked on a voluntary basis and does not exceed 12 hours per week, and employees must be granted at least one day off after six consecutive working days. The weekly working hours must not regularly exceed 48 hours.

Freedom of Assembly and Association

SAR respects employees' right to freedom of association, to join trade unions, to appeal to employee representatives, or to serve on works councils in accordance with local laws. Employees must be able to communicate openly with management without fear of reprisal or harassment.

Diversity, Equality, Inclusion, and Ethical Recruitment

We are committed to ensuring equal opportunities and fair treatment for our employees, regardless of their skin color, race, nationality, ethnicity, political affiliation, social background, disability, sexual identity and orientation, religious beliefs, gender, or age.

These principles must also be observed when hiring employees.

Women's Rights and Gender Equality

Gender equality is important to us. Girls and women should have the same rights and opportunities in life as boys and men, and should be treated as their equals in every respect.

Rights of Minorities and Indigenous Peoples

The rights of indigenous peoples and local communities shall be respected and protected throughout the entire supply chain in accordance with the "United Nations Declaration on the Rights of Indigenous Peoples."

Prohibition of Harassment

We respect and protect the dignity of our employees and treat them with respect. We are committed to ensuring that all employees can work in a work environment free from sexual, psychological, and physical harassment.

Harassment of employees is therefore strictly prohibited. This includes harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, psychological or physical coercion, or verbal abuse of employees, as well as the threat of such treatment.

Prohibition of Discrimination

Unfair treatment of employees, such as psychological harassment, sexual harassment, or discrimination—including gestures, language, and physical contact that is sexual, coercive, threatening, abusive, or exploitative—will not be tolerated.

Discrimination against employees in any form is prohibited. The personal dignity, privacy, and personal rights of every individual are inviolable.

Use of Private or Public Security Forces

There is an obligation not to hire or use private or public security forces if, in the course of their deployment, there is a risk that the company may violate the prohibition against torture and cruel, inhuman, or degrading treatment, endanger life or limb, or infringe upon the freedom of association and the right to form coalitions.

Land, Forest, and Water Rights, and Prohibition of Forced Eviction

All activities (including the production and processing of raw materials) must protect natural ecosystems and prevent the alteration, deforestation, and damage of forests. This is to be achieved through the identification and management of natural forests and other natural ecosystems. Furthermore, no unlawful evictions from land, forests, or water bodies shall be carried out, whether in connection with acquisition, development, or other use.