



Vincotech

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To whom it may concern

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Ethical Code of Conduct in Vincotech's Supply Chain

Dear Sir or Madam,

We hereby confirm that Vincotech and its supply chain partners act in accordance with internationally acknowledged Ethical Code of Conduct principles, which cover the following areas:

- ✓ Employment and Labor
- ✓ Health and Safety
- ✓ Environment
- ✓ Management System and
- ✓ Ethics in general.

These principles are covered and standardized in the Electronic Industry Citizenship Coalition Code of Conduct" (EICC), which can be reviewed at http://www.eicc.info/eicc_code.shtml .

Thank you very much for your continued support!

Best regards,

Vincotech GmbH

Dr. Matthias Knoerr
Director Strategic Purchasing