

CODE OF CONDUCT

Biketec GmbH

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Dear Business Partner,

We firmly believe that an ethical, ecological and socially responsible attitude contributes to the success of a business and should be part of a company's guiding principles. As a responsible company, our obligations do not end at our gates, but also extend to the people, the environment and society, who also agrees with our values.

This Code of Conduct is intended to serve as a guideline for our suppliers and upstream suppliers to comply with international standards for quality, health, safety, environmental management, human rights and business ethics. Essentially, this means pursuing a culture of continuous improvement, treating all people fairly, conserving natural resources, protecting the environment, and doing so with the involvement of society for the benefit of all. We are guided by the relevant conventions of the International Labour Organization (ILO), the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

In line with our values and attitude, we also encourage our business partners and their employees and suppliers to act responsibly and to adhere to this Code of Conduct.

OUR VALUES

Respect, honesty and tolerance

We embrace an open feedback culture, view criticism as inspiration and welcome employees who contribute suggestions, new ideas, and inputs.

Trust, partnership & clarity

We pride ourselves on being open and honest, and our knowledge is accessible both internally and externally. This shows how we embrace the responsibility we have to work together to drive the industry forward and promote innovation.

Acknowledging responsibility, focusing on the future and driving innovation

We review our actions, strategy and direction on an ongoing basis, incorporating the latest findings and trends. It is important to us to make a lasting impact on e-mobility and to create products that reflect technological progress at all times.

OUR PRINCIPLES

1. Compliance with laws and regulations

Compliance with all applicable laws is a matter of course for Biketec and a basic prerequisite for its commercial activities. We also expect our suppliers to behave in accordance with legislation and to observe all obligations and prohibitions that follow as a result.

2. Our conduct in business dealings

A company can only be successful in the long term if it excels in the market using fair and responsible business practices. For this reason, we adhere to the law and all applicable ethical principles in our business dealings. If we consider it necessary, we also make additional, voluntary ethical commitments. We have defined the following specific principles for our conduct in business dealings.

2.1 We conduct our business activities with great integrity

Internal and external integrity is the guiding principle of our business activities. Biketec does not tolerate any form of corruption, extortion, embezzlement or money laundering. For our suppliers, this means that they are not permitted to offer or accept bribes or other unlawful incentives in their business dealings. Gifts, invitations or hospitality must comply with the applicable laws.

2.2 We try to avoid conflicts of interest or communicate about them openly

Personal interests must not unreasonably influence our commercial activities. Business decisions should only be made in the best interests of Biketec and the Supplier. To avoid conflicts of interest, suppliers must inform Biketec of any situation that could lead to a conflict of interest. As an example, it must be disclosed if Biketec employees enjoy professional, personal and/or significant financial advantages or hold shares in a company belonging to the Supplier.

2.3 We believe in fair competition

We adhere to the applicable antitrust and competition law and demand the same from our suppliers. We do not tolerate unfair competitive methods such as price fixing, anti-competitive boycotts or distortions.

2.4 We protect confidential information and intellectual property

We use and protect confidential information and intellectual property of any kind in an appropriate manner. We treat trade secrets confidentially. In the same way as we protect our own intellectual property, we also respect third-party intellectual property. We expect the same care and diligence from our suppliers. Any disclosure of confidential information or intellectual property requires our prior written consent.



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2.5 We ensure that these standards are adhered to in all contractual relationships

We communicate the provisions of this Code of Conduct to our employees, contractual partners, service providers, contractors or other persons or companies who have a business relationship with us. Accordingly, we also expect our business partners to communicate the principles of this Code of Conduct to their employees and business contacts, monitor and ensure that it is complied with, and report any breaches to us immediately, including in the supply chain. We may demand written evidence from our business partners that the regulations set out herein are being adhered to, monitored, and also communicated and followed in the supply chains and in other business contacts. In the event of a violation of this Code of Conduct, section 8 shall take effect.

3. Respect for human rights

Respect for the international regulations on the protection of human rights forms the basis of all Biketec business relations. Our suppliers respect the rights of all employees and other parties affected by the actions of the company and treat them in accordance with international guidelines. In particular, we expect our business partners to comply with the following principles.

3.1 We reject all forms of child labor

We do not tolerate any form of child labor in our company and expect the same from our suppliers. The definition of child labor is based on the core labor standards of the ILO and the principles of the United Nations. If government regulations stipulate a higher statutory minimum age for workers or a longer compulsory education, we follow these regulations.

3.2 We reject all forms of forced labor

We do not tolerate any form of slavery, bondage, forced labor or human trafficking in our supply chain. Any form of non-voluntary employment is unacceptable and will result in the immediate termination of a supply relationship.

4. How we treat employees

Our employees are largely responsible for the success of our company. This is why compliance with all employee rights is of the utmost importance to us. We apply the following key principles, which we also expect from our suppliers:

4.1 We recognize the freedom of association of all employees

Local laws on freedom of association must be respected. Employees must have the right to freely elect and be elected representatives. Employee representatives must be able to perform their duties in accordance with their interests and must not be discriminated against. Communication with employees and employee representatives is constructive and open.



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4.2 We respect national regulations on working hours, wages and other benefits

All of our suppliers must comply with all applicable statutory regulations on working hours and remuneration. Overtime is voluntary and must be paid. Remuneration and other benefits are intended to provide employees and their families with an adequate standard of living and at least correspond to industry standards or collective agreements (whichever is higher). At least one day in the week must be free of work and regular weekly working hours of more than 52 working hours will not be tolerated by us.

If there are no statutory requirements, the international standard of the ILO should be observed.

4.3 We treat all our employees equally and do not tolerate any discrimination

Suppliers must treat all their employees equally – we do not tolerate any form of discrimination. Unequal treatment due to irrelevant personal characteristics such as age, disability, ethnic origin, marital status, gender, political affiliation, pregnancy, religion, sexual orientation or membership of a trade union will not be accepted.

4.4 We treat our employees fairly

All employees of our suppliers must have the same opportunities. Employee rights must be respected. Occupational safety, workplace equipment and disciplinary measures and dismissals must comply with national regulations. All employees are given access to sanitary facilities, drinking water and catering facilities.

4.5 We protect the health of our employees

We ensure a safe and healthy working environment for our employees. We protect them appropriately against chemical, biological and physical hazards. To this end, we implement safe work processes and production facilities, carry out appropriate checks and maintenance and take all necessary protective measures for our employees. We expect a similar approach from our suppliers and reserve the right to carry out checks after giving advance notice.

5. Guaranteeing maximum product safety

To ensure the safety of our products, we adhere to all relevant product safety regulations. We expect the same from our suppliers. Products must be properly labeled. Information on how to correctly handle products must be communicated. If required, all necessary safety-relevant information must be provided. When it comes to our products, we attach great importance to durability and sustainability and expect the same from our suppliers.

6. Respect for the environment

Our aim is to conduct our business in as environmentally friendly a manner as possible. Any environmental impact should be minimized as much as possible. In particular, we consider the following principles to be mandatory.

6.1 We avoid environmental damage

Waste, exhaust gases and waste water must be stored, transported, disposed of or recycled in accordance with national regulations. Special care should be taken with active substances and hazardous substances. Hazardous substances must be avoided or kept to a minimum. Measures to reduce waste water are also to be introduced.

6.2 We protect natural resources and the climate

We deal with environmental challenges prudently and with foresight. This is why we expect our suppliers to comply with current sustainability standards and certifications. Natural resources (e.g. water, energy sources, raw materials) must be used sparingly and carefully.

7. Confidentiality and data protection

Our suppliers undertake to respect the protection of private information in accordance with the applicable laws on the protection of the personal data of the client, suppliers, employees and customers.

8. Legal consequences in the event of breaches of the specified requirements

We consider the requirements set out in this Code of Conduct to be essential to all of our business relationships. If a business partner breaches these requirements, we reserve the right to terminate the supply relationship immediately and take other appropriate legal action.

Biketec is entitled to check compliance with the principles described here at any time. The Supplier shall grant Biketec or a third-party institution commissioned by Biketec access to its business premises and to documents relating to compliance with the principles set out in this Code of Conduct. Access and inspection of these documents shall take place by prior arrangement during regular business hours in the presence of representatives of the Supplier.

Complaints or indications of possible violations of this Code of Conduct may be notified to Biketec at any time. We prefer open communication as this facilitates queries but it is of course also possible to provide information anonymously.

9. Adjustments

We regularly adapt our Code of Conduct to current developments and circumstances. We inform our business partners about any fundamental changes. This Code of Conduct is also available on our website at www.fit-ebike.com.

Ivica Durdevic



Gerhard Ferfers

