



SONIC EQUIPMENT

Code of Conduct Corporate Social Responsibility

Competition law and cartel formation

In the interest of all businesses and consumers, free and fair competition is protected by relevant competition and antitrust laws. All people who work at or for Sonic are required to adhere to the rules of fair competition. While country specific regulations can make it difficult to assess issues, awareness is important. Therefore, Sonic employees should not:

- discussing prices, tenders, profits, profit margins, costs or other competitive factors with competitors.
- agreeing not to compete with competitors to restrict business dealings with suppliers.
- to submit false offers or,
- to divide customers, markets, territories or product lines.

Corruption

Corruption promotes decisions based on incorrect grounds. It prevents progress and innovation, distorts competition and is detrimental to society.

Sonic attracts its customers based on its unique selling points style, quality and efficiency. Under no circumstances by granting undue favors to others.

Any offer, promise, gift, or donation must conform to Sonic's applicable guidelines and instructions. As a basic rule, any impression of dishonesty or impropriety should be avoided.

In addition, an employee may not use his or her position to solicit, accept or obtain improper favors. This does not apply to incidental gifts of symbolic value (maximum €90) or invitations to activities within reasonable limits.

Suppliers

Consistent with Sonic's own values, suppliers are expected to obey the law, reject corruption, respect human rights of employees, comply with child labor laws, take responsibility for safety, health and the environment. In addition, we also expect a careful choice of suppliers in their supply chain.

Environment

Sonic is responsible for continuously improving the sustainability (environmental footprint) of its products, for reducing its emissions/emissions and for reducing the pressure on natural resources.



Quality

In the field of quality, Sonic sets itself the goal of always meeting the specific requirements of its clients and the requirements laid down in legislation and regulations and the ISO 9001-2015 standard.

Safety and Health

Sonic and all people who work at Sonic are jointly responsible for safe and healthy working conditions. A healthy and safe workplace helps to prevent accidents and to prevent staff from becoming ill or incapacitated for work.

An occupational health and safety risk inventory (RI&E: risk inventory and evaluation) is carried out every 5 years. When performing the RI&E, among other things, the occupational, safety and health risks are recorded regarding the work to be performed by the employees. The RI&E contains a description of the risks with associated risk mitigation measures.