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Doc. No.	ZY-3-H-51		
Version	A3E		

Revision history

Ver.	Revision of the content						Revision date	Revised by	Effective date
A0E	Initial release.						2017-10-10	Corinna	2017-10-12
A1E	Update of Company Logo.						2019-03-05	Corinna	2019-03-06
A2E	Adopting a unified controlled file format.						2023-05-17	Corinna Katharina Guofu	2023-05-18
A3E	Editorial updates and header adjustment.						2026-03-08	Guofu Corinna	2026-03-11
Prepared by / Date	Reviewed by / Date							Approved by / Date	
	☒ HR	☒ Engineering	☒ Supply chain	☒ Production	☒ Quality	☒ Finance	☒ GSN GE		
Corinna / Guofu 2026-03-08	Amy 2026-03-11	Numen 2026-03-11	Angela 2026-03-11	Alex 2026-03-11	Jeff 2026-03-11	Sandy 2026-03-11	Corinna 2026-03-08	Frank 2026-03-11	

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The "Code of Conduct" is the basis for the implementation of our social standards.

Respecting human rights is a fundamental principle of human society. Inhumane employment and working conditions violate this principle. In all business relationships, we ensure that minimum social standards are respected. As a precondition for all our business relationships, we require our suppliers to adhere to the following conditions as basic rights for employees, both in their own areas and their subcontractors*:

1. The applicable national employment legislation must be observed.
2. Child labour is forbidden both in the manufacturing of goods and the provision of services. The definition of child labour shall be either the United Nations regulations or national legislation, whichever is more rigorous.
3. Employees must be paid wages and other benefits in accordance with those stipulated in the applicable legislation or the practices of the local manufacturing industry, whichever is higher. The objective is that the wages paid cover the costs of living should legal minimum wages fail to do so. Wages shall not be reduced as a disciplinary measure. The maximum regular working week is 40 hours. Any additional hours worked must be paid as overtime based on the statutory regulations applicable and/or the industry practices prevailing in that region, whichever is higher. The number of hours worked including overtime may not exceed 58 hours on a regular basis. Employees are entitled to at least one day off every week.
4. The right of employees to set up or join organizations of their choice and to conduct negotiations as a group may not be restricted in any way.
5. No employee shall be discriminated against on the basis of personal characteristics or beliefs.
6. The use of forced labour, physical punishment or physical or psychological coercion is prohibited.
7. Working conditions must be safe and may not constitute a hazard to health. The same principles apply to employee accommodation if this is provided.

Suppliers and their sub-suppliers agree that their compliance with these minimum requirements may be monitored by GSN, by companies in the GSN Group or by independent organizations. Any infringement of these minimum requirements of which we become aware can lead to the termination of the business relationship.

****Subcontractors vs. sub-suppliers:** sub-suppliers are suppliers further up the value chain, e.g. those providing raw materials or ingredients.