

Driving our business in a sustainable way

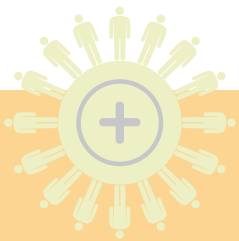


To guide and support market stakeholders towards excellence and long term value creation, CAPIEL' members set themselves high level "standards" in the fields of Ethics, Environment protection and quality.

These are achieved by complying with the following principles.

CAPIEL★

european coordinating committee of manufacturers
of electrical switchgear and controlgear assemblies



CAPIEL is the Coordinating Committee for the Associations of Manufacturers of Switchgear and Controlgear equipments for industrial, commercial and similar use in the European Union. It is a broad-based group that represents many national associations of manufacturers.



Members of national associations represented by CAPIEL include small, medium and large-sized companies that in total employ more than 100.000 people directly in Europe.

CAPIEL promotes and represents the common professional interests of its members in all areas of its competence. Essential association affairs are in the fields of standardization, legislation and common promotion.

CAPIEL plays an active role in driving emerging technologies, especially regarding innovations in the areas of environmental preservation and sustainability, but also in health and safety.



Philippe Sauer
CAPIEL President



Michael Reichle
CAPIEL Vice-President

A message from the CAPIEL Presidents

CAPIEL members' companies are committed to the sustainable development of their customers and more globally their markets and the planet.

Corporate social responsibility, environmental care, best in class quality and highest level of service is the credo of CAPIEL industry all over the world.

They are committed to achieving year-on-year continuous improvement in each of these areas, focusing on long term value creation. These goals apply to the entire value chain, from suppliers to sales.

CAPIEL members' companies acknowledge their full understanding of the requirements and implications of these criteria. CAPIEL members' companies commit to have a code of conduct respecting these principles as a means to deliver the full value of their offering to customers and other stakeholders.

The scope of this 'code of conduct' covers the business units of CAPIEL members' companies that operate in the field of Low Voltage Switchgear and Controlgear products and systems.

We, as CAPIEL, expect that our companies members fulfill and/or have operational plans to fulfill the principles written down in the following pages.

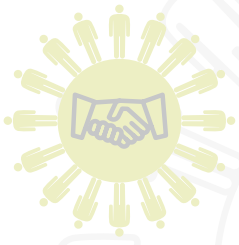
Yours sincerely

Philippe Sauer & Michael Reichle

National associations represented by CAPIEL:

Austria.....	FEEI	Italy.....	CONFINDUSTRIA
Belgium.....	AGORIA	Netherlands.....	FME
France.....	GIMELEC	Spain.....	AFME
Germany.....	ZVEI	UK.....	GAMBICA
Italy.....	ANIE	UK.....	BEAMA
Italy.....	ASSOCIAZIONE ENERGIA	Sweden.....	Teknikföretagen

Please visit our web site: <http://capiel.eu>



Ethics

CAPIEL expects its companies members and their suppliers...

To ensure human rights are respected.

To prohibit child labor.

To ensure high level of health and safety of their employees.

To comply with the laws and economical rules.

To promote Ethics and compliance values.



To ensure human rights are respected by:

- Promoting equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious convictions, gender or age.
- Respecting the personal dignity, privacy and rights of each individual by refusing:
 - Any unacceptable treatment of employees
 - Bad behavior including gestures, language or physical contact.
- Providing fair remuneration and guaranteeing the applicable national statutory minimum wage.
- Complying with the maximum number of working hours laid down in the applicable laws.
- Recognizing, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

To prohibit child labor

By employing no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, employing no workers under the age of 14.

To ensure high level of health and safety of their employees

By taking responsibility for initiatives such as:

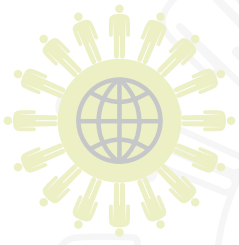
- Control of hazards and taking the best reasonably possible precautionary measures against accidents and occupational diseases
- Training to ensure that employees are educated in health and safety issues
- Implementing a reasonable occupational health and safety management system.

To comply with the laws and economical rules

- As applicable in the concerned trading regions
- Paying applicable taxes and social security contributions
- Respecting declaration and transparency rules.

To promote Ethics and compliance values

- Devising a Company compliance program
- Driving the interaction and links:
 - Between employees within the company
 - With customers and partners
- Not tolerating any form of corruption or bribery such as any payment or benefit conferred on any stakeholder for the purpose of influencing decision making in violation of law.



Environment

CAPIEL expects its companies members and their suppliers...

To consider protection of the environment as a fundamental concern for all their businesses.

To drive actions to protect the planet.

To fulfil a high level of environmental criteria in development and production.



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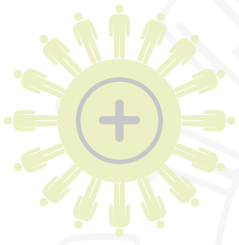
- At every stage of the value chain
- From concept to end of life of their products.

To drive actions in the areas of:

- Eco-friendly management policies for all their sites
- Integration of environmental concerns into product design and product life cycles
- Supply of all relevant product information to customers
- Offering products and systems enabling customers to design eco-friendly installations.
- Innovations to reduce energy consumption and provide protection against electrical risks.

To fulfil a high level of environmental criteria in development and production

- Products are developed by an R&D team that has an Environmental Management System
- Products are eco-designed in relation to the relevant standards
- Products comply with the European ROHS Directive which restricts dangerous substances despite that this EU directive does not require them to
- Products and processes are realized in ISO14001 sites
- Dangerous substances are registered and controlled in accordance to European REACH regulation
- Products information/data is available on the environmental impact of products
- Products support a high recyclability rate
- Products contain a high proportion of recycled materials.



Customer satisfaction

CAPIEL expects its companies members and their suppliers...

To provide high quality of products, people, processes and service to their Customers.



→ **Providing safe and reliable product that conforms to all relevant regulatory and standards requirements e.g.:**

- Low Voltage Directive
- EMC directive
- ATEX directive
- Machinery Directive
- WEEE directive
- ROHS directive
- REACH regulation
- Products and systems standards (being either IEC or EN and national or regional ones where requested)
- Sector specific standards.

→ **Providing verifiable evidence of the tested performance of a product especially:**

- Reliability & operational Data
- Energy Efficiency / Consumption
- Material content & specification
- Safety levels
- Lifetime costs.

→ **Providing highly qualified people in every process by:**

- Recruitment of the right diversity of people
- Training
- Development and management of competences.

→ **Implementing standardized and effective processes with:**

- Certification (ISO 9001-2, ISO 14001, ISO 26000...)
- Continuous monitoring and improvement
- Harmonization all over the world.

→ **Supplying products and spares through an approved distribution network with:**

- Approved point of sales network covering all regions
- Monitored Customer service
- ISO 9000 / ISO 14000 compliant.

→ **Offering a range of services pre and post sale with:**

- Global support capabilities
- Regional customer support centre and contact list
- Product Warranty
- Technical Support (remote and on-site)
- Maintenance service
- Training and Documentation.



The National Associations,
as members of CAPIEL,
support this 'Code of Conduct'
and promote it as part of their
communication with their member
companies and markets.

See companies endorsement list on: <http://capiel.eu/en/publications/code-of-conduct-capiel/>

