



C O D I C O[®]

SUSTAINABILITY
POLICY

Our engagement



Sustainability Policy



Our
Engagement



Employees &
Social
Environment



Partners &
Environmental
Protection



Integrity &
Compliance

Our Engagement – Our Responsibility

We have a responsibility to make our actions sustainable

"Sustainable development is a societal search-, learning and design process. It requires the simultaneous consideration of the economic, social and environmental development, taking into account the natural boundaries."¹

CODICO is not only taking responsibility for the CODICO group, but also deals with the environment. Apart from the fact that CODICO meets all regulatory and legal requirements, we engage ourselves by going beyond it in a broad range of activities in the area of social affairs, the environment, integrity, and conformity.

With this report, we disclose how we perceive our corporate responsibility today and in the future.

¹Bundesministerium für Land- und Forstwirtschaft, Umwelt und Wasserwirtschaft

Employees & Social Environment

We make career and family compatible

Flexible working hours, parental leave, strategic staff development and career opportunities for part-time workers, as well as responsible comportment towards employees are the basis for motivation and good cooperation.

We put effort into training

Internal and external training of our employees is an important investment.

We reward innovative ideas

Often the best suggestions and ideas are from our own employees.

We are committed to social, cultural and sports sponsorship

The support of the regional economy, as well as the support of projects for children and youth are very important to us.

Our Partners

We live a sustainable partnership

Many of our suppliers are certified according to the ISO 14001 environmental management. CODICO calls for the proof of environmentally, responsible behavior of our suppliers.

To provide top quality to our customers, we see the development of close cooperation with our suppliers as one of CODICO's main tasks. With many suppliers we maintain a decades-long, intensive partnership.

We serve our customers through the formation of cross-quality networks and strengthen our market position.

Environmental Protection

We encourage innovation

Energy-efficient products with low power consumption and long life-span, as well as "green" applications (e.g. New Energy, Energy harvesting, etc.) are especially highlighted in our publications for our customers.



Environmental Protection

We protect

Our processes are designed in such a way, that they are as efficient and energy-saving as possible.

We reduce the environmental impact, through worldwide consolidated shipments from our manufacturers by ship, as well as through weekly collective consignments to our customers.

CODICO strives to ensure that goods arrive in perfect condition at our customers, therefore we take precautions to pack them accordingly. CODICO uses Pad-pack-paper as filling material.

According to an agreement returnable packaging can be used.

Environmental Protection

We create

Our office and logistics building are built and furnished under consideration of environmental aspects – such as an energy-efficient cooling system, use of energy-saving lamps and devices as well as reduction of electro smog.

Our waste management concept includes information on the expected waste, as well as operational measures for the avoidance, recycling and disposal of waste and is regularly reviewed from our Waste Manager.

As CODICO is located directly at a main train route, our employees have the possibility to use public transport.

Environmental Protection

We separate

As a commercial enterprise, CODICO realizes its environmental goals not only by avoiding all unnecessary waste, but also through our active in-house waste separation effort, including collecting and returning paper waste, and disposing of it at our cost.

CODICO is a contractual partner of



Integrity & Compliance

We conform to

As a wholesaler for electronic components, we provide all the required information regarding the protection of the environment, based on the information of our suppliers, to the best of our knowledge and belief.

We are a distributor and importer of electronic components as well as various other electronic products. We confirm, that we understand all obligations for importers and distributors and prepare ourselves accordingly.

To ensure our legal compliance, CODICO operates a Quality Management System ISO 9001, which also includes the development and update of a legal register.

Our Code of Conduct defines the basic principles of our behavior and intends to guide the management of the company and its employees in all business-related activities.

Compliance - REACH

Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) is a European Union regulation which entered into force in 1 June 2007.

REACH addresses the production and use of chemical substances, and their potential impacts on both human health and the environment.

Our company is located within the EU. Therefore we act as a distributor and meet the provisions of the REACH regulation for our EU-suppliers.

For manufacturers and suppliers outside the EU, we act as an importer. Therefore we comply to the resulting obligations.

If a registration of any substance is required, we will take the necessary steps.

Compliance - ROHS

The Restriction of Hazardous Substances Directive 2002/95/EC, (RoHS 1), short for Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment, was adopted in February 2003 by the European Union.

We obtain information about the ROHS conformity of individual components from our manufacturers and also state this on our documents, e.g. offers, order confirmations and delivery documents.

Compliance - CONFLICT MINERALS

CONFLICT MINERALS are natural resources, raw materials and other goods that are excavated in areas of conflict. Production or excavation of these substances often takes place illegally and outside of state control, for example by rebels or militias. For the extraction of competitive materials systematic violations of human rights and of international laws are accepted.

The Dodd-Frank Act (section 1502) requires companies to disclose the origin of certain raw materials in their products and to document this in a certain way. These so-called Conflict Minerals include, in particular tin, tantalum, tungsten and gold which are extracted in the Congo or in the Great Lakes region in East Africa.

With this law, the use of so-called Conflict Minerals should be prevented, as they constitute an important financial resource for rebels in east Africa.

On request, we provide confirmations of our suppliers concerning Conflict Minerals.