

Code of Conduct for Suppliers and Partners SIA VOLBURG and SIA Accilator Volburg Automotive

Since its founding in 1996, SIA VOLBURG has grown into a significant partner in the European electronics industry, while expanding cooperation with clients, suppliers, and other stakeholders. We highly value both long-term and newly established partnerships and aim to build sustainable, ethical, and responsible collaboration based on mutual trust and shared growth.

Core Principles

We expect all our partners to adhere to the following core principles:

- responsible and ethical business conduct,
- respect for human rights and employee well-being,
- environmental protection and sustainability,
- data security, confidentiality, and fair competition.

Business Ethics and Collaboration

We work exclusively with suppliers who comply with applicable laws and standards, including the guidelines of the United Nations and the International Labour Organization (ILO). Contracts must be mutually transparent, confidentiality must be safeguarded, and corruption, bribery, or unfair practices are strictly prohibited.

Employee Rights and Human Rights Compliance

Our partners are expected to treat employees with dignity and humanity:

- child and forced labour are strictly prohibited,
- non-discrimination, diversity, and respectful behaviour must be ensured in the workplace,
- working conditions must comply with all health and safety standards,
- employees must have the right to assemble and engage in collective bargaining.

Confidentiality, Data Protection, and Intellectual Property

All information must be handled in accordance with data protection regulations. Partners must not disclose trade secrets, ideas, or designs without appropriate authorization. We protect client and employee data from unauthorized access and malicious threats.

Occupational Safety, Health, and Well-being

Suppliers must ensure workplace safety, assess risks, implement preventive measures, and provide employees with training and support related to health and safety.

Environmental Protection and Sustainability

Partners must comply with environmental legislation and operate according to ISO 14001 or equivalent standards. Priority should be placed on reducing energy, water, and raw material consumption, utilizing renewable resources, and minimizing pollution.

Supply Chain Responsibility

Suppliers must ensure that their partners and subcontractors also comply with the standards set out in this Code and follow international trade laws.

Whistleblowing and Protection from Retaliation

Employees and partners may report violations anonymously without fear of sanctions or retaliation. VOLBURG guarantees protection and thorough investigation of all reports.

Conflict of Interest Prevention

All decisions must be made objectively and in the best interest of the company. Situations where a conflict of interest could arise - or appear to arise - must be avoided.

This Code of Conduct is effective as of 2025 and is binding for all suppliers and cooperation partners.



CEO of SIA "Volburg"
K. Rokens