



Corporate Social Responsibility of VIDI GmbH

VIDI GmbH (hereinafter referred to as VIDI), based in Darmstadt, was founded in 1983 and has more than 35 years of experience and competence in consulting, planning, installation and operation of temporary and permanent media-specific networks.

The medium-sized company is privately owned, generated sales of over 20 million euros in 2018 with 17 permanent employees and has first-class ratings from financial institutions as well as excellent references from well-known national and international companies in the media and telecommunications industry.

VIDI designs system solutions and provides services (planning, project planning, installation and operation/services) with a focus on the broadcasting and media sector for national and international programme providers, TV studios, telecommunications providers and media service providers as well as for other companies with media-related characteristics/applications.

VIDI is aware of its responsibility as a corporate citizen and acts accordingly.

This CSR Code of Conduct is a VIDI quality management document which, in this form, corresponds to a voluntary commitment to the mutual recognition of BDI compliance codes. The code thus satisfies the CSR requirements for a large number of sectors in the media, broadcast environment and telecommunications sectors. The corresponding principles of the UN, ILO and OECD serve as a common basis.

The voluntary commitment to comply with the CSR Code expresses VIDI's efforts to contribute to the promotion of fair and sustainable standards in the areas of working and social conditions, environmental commitment and consumer dialogue. As a broadcast and media company, VIDI is convinced that the highest product and service quality can only go hand in hand with the highest process quality and that customers and partners have a claim to both.

The present Code of Conduct for VIDI thus forms the basis for a continuous improvement of services in its product and service areas, regardless of whether these are provided nationally or internationally.

At the same time, partners and suppliers are free to adopt stricter practices than those laid down in the Code.

The principles anchored in the Code apply directly to VIDI as a whole and are subject to constant monitoring and improvement at all internal and external interfaces, e.g. to partners and suppliers.



Zertifiziert nach DIN EN ISO 9001:2015

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Requirements of the Code of Conduct

Scope

This Code of Conduct applies to all locations and business units of VID I GmbH (hereinafter referred to as VID I). At the same time, VID I also requires its partners and suppliers to comply with the principles anchored in this Code.

Law and order

VID I adheres to applicable laws and regulations and demands the same from its partners and suppliers.

Communication

By signing this code, VID I is obliged to pass on the associated requirements and regulations to all its employees, partners and suppliers. Particularly vulnerable groups (e.g. children and adolescents) enjoy special attention.

Transparency and consumer dialogue

VID I recognises the right of consumers to product and process information. Where possible, VID I will define and make publicly available the relevant information.

Corporate citizenship

VID I shows civic commitment, in which VID I actively contributes to the community.

Forced labour

All forms of forced labour, including forced labour in prisons and debt bondage, are excluded.

Integrity and anticorruption

VID I's actions are based on generally accepted ethical values and principles, in particular integrity, integrity, respect for human dignity, openness and non-discrimination of religion, belief, gender or ethnic orientation. VID I rejects corruption and bribery in accordance with the relevant UN conventions. It promotes transparency, integrity and responsible leadership and control within the company in an appropriate manner.



Child labour

Child labour in any form is rejected. Unless country-specific laws stipulate a higher age limit, no persons are employed who are still of school age or younger than 15 years of age (subject to the exceptions of the ILO Convention 138). Employees under the age of 18 will not be assigned to hazardous activities and may be exempted from night work, taking into account their training needs.

Harassment

Employees will not be subjected to corporal punishment or any other physical, sexual, psychological or verbal harassment or abuse.

Payment

Payment, including wages, overtime and fringe benefits, shall be at least equal to or above the level established by applicable law and regulations. The remuneration granted for full employment shall be sufficient to meet the basic needs of the employee.

Working time

Unless national rules set a lower maximum working time and except in exceptional company circumstances, employees are not required to work a standard working week of more than 48 hours per week or a total working week of more than 60 hours (including overtime) on a regular basis. Employees shall be granted the equivalent of at least one day off in each 7-day period. Applicable labour law regulations are observed.

Nondiscrimination

In all employment decisions, including but not limited to recruitment and promotion, remuneration, fringe benefits, training, dismissal and dismissal, all employees are treated strictly according to their skills and qualifications.

Health and safety at work

In order to avoid accidents and personal injury, VID I ensures a safe and healthy working environment that meets the minimum criteria of the applicable legal regulations.



Assembly and collective bargaining autonomy

VIDI recognizes and respects the legal right of employees to freedom of assembly and collective bargaining autonomy.

Environment

VIDI applies environmentally friendly practices at all locations where it operates and tries to optimize them sustainably. VIDI complies with the environmental regulations and standards that apply to its operations and uses natural resources responsibly.

Guidance on the Code provisions

This section is intended to provide employees, partners and suppliers with examples that do not comply with the requirements of the Code. The list under health and safety at work lists requirements that VIDI and its partners and suppliers must comply with. The list is not exhaustive and is only intended as a guideline.

Forced labour

- prison labour
- workers who are bound to an employer by an obligation towards the employer or a third party
- workers who cannot freely terminate their employment (after a statutory or reasonable period of notice)
- Excessive restriction of freedom of movement
- Workers must deposit securities with the employer (e.g. identity papers, work permits, money, etc.) where they are practically tied to the workplace.

Child labour

- Workers who have not yet reached the legal minimum age or the minimum age laid down in the Code (ILO Convention No. 138).
- Insufficient age verification or documentation procedures
- Employer has not established or does not comply with any rules and regulations (regarding working conditions and working time) for workers under the age of 18.
- Children have access to production areas

Harassment

- Harassment or abuse of a verbal or psychological nature
- Employer uses corporal punishment



Payment

- workers are not remunerated according to local laws
- Workers do not receive all benefits required by law
- Workers do not receive pay slips
- Wage slips contain insufficient information
- Payment is not calculated on the basis of work performed

Work time

- working time exceeds the maximum working time permitted by local law
- Working time exceeds the maximum working time permitted by the Code
- Workers do not get the equivalent of one day off per 7-day period
- No or insufficient time recording systems

Nondiscrimination

- Workers and applicants exposed to discriminatory practices

Health and safety at work

VIDI, its partners and suppliers must provide appropriate procedures and tools in the following areas:

- Health and safety organisation
- First aid
- fire protection
- Evacuation of buildings
- Personal protective equipment
- machine guards
- Hazardous chemicals or substances
- hygiene
- Ventilation, temperature, humidity, noise
- Order and cleanliness
- Freedom of assembly and collective bargaining
- Employers interfere with the legally guaranteed rights of workers to form or join workers' organisations
- Discrimination against members of workers' organisations/trade unions

Environment

- The company's behaviour is not in line with the VIDI charter for a sustainable environment.

Darmstadt, November 2019

VIDI Management Board