

## SUPPLIER CODE OF CONDUCT

### FOREWORD

Sustainability is a globally recognised concept to which we are committed. Therefore, we want to cooperate with our suppliers to further develop sustainability in our supply chain.

In this context, we expect our suppliers to fully comply with applicable laws as well as internationally recognised environmental, social and corporate governance (ESG) standards. Our suppliers should also use their best efforts to demand compliance with laws and these standards from their suppliers and subcontractors.

We expect you to support and comply with the following standards. They are based on the United Nations Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

### ENVIRONMENT

- You comply with all applicable environmental, health and safety regulations.
- You promote the safe and environmentally sound development and production of your products, as well as their transport, use and disposal.
- You use appropriate management systems to ensure that product quality and safety meet applicable requirements.
- You protect the lives and health of your employees and neighbours as well as the public from hazards that may emanate from your manufacturing processes and products.
- You use resources efficiently, employ energy-efficient and environmentally friendly technologies, and reduce your waste generation as well as emissions to air, water and soil.
- You reduce the impact of your operations on biodiversity, climate change and water scarcity.

### SOCIETY

- You support the protection of internationally proclaimed human rights, fight against forced labour and child labour.
- You adhere to minimum wages and working hours in accordance with local laws and ensure living wages in line with local living conditions.
- You ensure that your employees work in a safe and healthy environment.
- You treat your employees with respect and create a workplace free from harassment or abuse of any kind, free from inhumane treatment and unlawful practices or discrimination.
- You support the right to organise and collective bargaining in accordance with applicable laws.

## GOVERNANCE

- You comply with all applicable national and international trade laws and regulations, including but not limited to antitrust, trade control and sanctions regimes.
- You consider corporate integrity as the basis for business relationships.
- You prohibit all forms of bribery, corruption and money laundering.
- You prohibit gifts to private or public officials that are intended to influence business decisions or otherwise encourage them to violate their obligations.
- You respect the privacy and confidential information of all your employees and business partners and protect data and intellectual property from misuse.
- You implement an appropriate compliance management system that supports adherence to applicable laws, rules and standards.

Non-compliance or violation of the Code of Conduct must be avoided. Should this nevertheless occur for some reason, the violations are to be remedied; otherwise this may affect or eventually even terminate the cooperation or even its termination.