

Code of Conduct

Our understanding of sustainability in supplier management

At SchmitterGroup GmbH (meaning SchmitterGroup GmbH and all its affiliates), we consider sustainability to be an essential component of our business processes. As a technology group with high materials competency, we purchase raw materials, commodities and services from suppliers worldwide so as to secure the sustainable success of our customers by providing innovative solutions for products and services.

This requires responsible management that strives for a long-term, value-added business model. For this reason, our suppliers are an integrated part of our sustainability strategy. In all our procurement activities, we carefully take into consideration a set of economic, process-driven and technical criteria as well as essential social and ecological factors such as human rights, labor conditions, anti-corruption concerns and environmental protection.

Irrespective of different products, services, markets, regions or processes, the principal factors for supplier assessment and evaluation at SchmitterGroup GmbH are always cost, quality, reliability, innovation and sustainability.

At SchmitterGroup GmbH, we expect that our suppliers comply with applicable national statute, with the principles of the United Nations Global Compact, and with the SchmitterGroup GmbH Supplier Code of Conduct. Furthermore, we expect our suppliers to introduce suitable processes within their organizations that support compliance with applicable statute and that drive continuous improvements with regard to the principles and requirements laid out in the SchmitterGroup GmbH Supplier Code of Conduct. Moreover, we expect from our suppliers to ensure compliance with these principles and requirements by all their affiliates.

For the purposes of this Supplier Code of Conduct, an "affiliated company" shall mean an enterprise in which one of the parties holds a direct or indirect participating interest of more than 50% of the voting registered capital.

Conduct towards employees

At SchmitterGroup GmbH, we expect that our suppliers respect and comply with the fundamental rights granted to all employees under applicable national statute. Furthermore, we expect our suppliers to fully recognize the labor standards issued by the International Labor Organization (ILO), taking into due account the applicable laws and regulations in different countries and at different sites.

Child labor

At SchmitterGroup GmbH, we expect our suppliers to prohibit and refrain from any kind of child labor within their organization.

Discrimination

At SchmitterGroup GmbH, we expect that our suppliers promote equal opportunities and equal treatment. Furthermore, we expect our suppliers to prohibit any form of discrimination in recruiting, promoting or selecting employees for basic or advanced training programs. Within the organization of our suppliers, no employee may be discriminated against based on his or her gender, age, color, race, nationality, sexual orientation, disabilities or religious conviction.

Forced labor

At SchmitterGroup GmbH, we expect our suppliers to prohibit any kind of forced labor in their organization.

Freedom of association

At SchmitterGroup GmbH, we expect our suppliers to respect the right of their employees, to the full extent of applicable national statute, to form a workers council, collective bargaining unit or other employee representations, and to enter into collective bargaining.

Remuneration and working time

At SchmitterGroup GmbH, we expect our suppliers to fully comply with applicable national statute on working time. Furthermore, we expect that the employees of our suppliers receive a remuneration which is in line with applicable national statute.

Occupational health and safety

At SchmitterGroup GmbH, we expect our suppliers to fully comply with applicable national statute governing health and safety at work. Furthermore, our suppliers are expected to establish and maintain an appropriate occupational health and safety management system (e.g., in accordance with OHSAS 18001, or national equivalent). This includes containing actual as well as potential health and safety risks at work. Moreover, our suppliers are expected to train their employees for the purpose of preventing accidents and occupational diseases as best as possible.

Environmental protection

At SchmitterGroup GmbH, we expect our suppliers to comply with all applicable national laws, regulations and standards to protect the environment. Our suppliers are expected to establish and maintain a suitable environmental management system (e.g., in accordance with ISO 14001, or national equivalent) to minimize environmental impact and hazards, and to



improve environmental protection in their everyday operations.

Conduct in business environment

Prohibition of corruption and bribery

At SchmitterGroup GmbH, we expect our suppliers to have zero-tolerance for corruption and to ensure compliance with all United Nations (UN) and Organisation for Economic Co-operation and Development (OECD) conventions against corruption, and with all governing anti-corruption laws. In particular, our suppliers are expected to ensure that their employees, subcontractors and agents do not offer, promise or grant any advantages to any GmbH employees or related parties with the goal of securing an order award or any other form of preferential treatment in their business transactions.

Invitations and gifts

At SchmitterGroup GmbH, we expect that our suppliers refrain from presenting any invitations or gifts to our employees so as to gain any form of influence. Any invitations or gifts extended to SchmitterGroup GmbH employees or related parties, if any, must be reasonable and suitable with a view to scope and design, i.e. they must be of low financial value and reflect ordinary local business custom. We also expect our suppliers to refrain from asking SchmitterGroup GmbH employees or related parties for any inappropriate advantages.

Preventing conflicts of interest

In our suppliers' business dealings with us, we expect our suppliers to take decisions based on objective criteria only. Any factors that might influence our suppliers' decisions due to private, business or other conflicts of interest must be prevented from the start. The same applies to relatives and other related parties.

Unrestricted competition

At SchmitterGroup GmbH, we expect our suppliers to always compete in a fair manner and to comply with applicable antitrust laws and regulations. Our suppliers are expected not to enter with competitors into agreements that might constitute a breach of antitrust law, nor to take advantage of any dominant market position they might hold.

Money laundering

At SchmitterGroup GmbH, we expect our suppliers to comply with all applicable statute governing the prevention of money laundering, and not to participate in any money laundering activities.

Supplier relations

At SchmitterGroup GmbH, we expect our suppliers to communicate the principles laid out herein to

their subcontractors and sub-suppliers and to take these principles into account when selecting sub-contractors and sub-suppliers. Our suppliers are expected to encourage their subcontractors and sub-suppliers to comply with the minimum standards of this Code of Conduct regarding the protection of human rights, working conditions, anti-corruption and environmental protection when fulfilling their contractual obligations.

Compliance with the SchmitterGroup GmbH Supplier Code of Conduct

We will review our suppliers' compliance with the principles and requirements laid out in the SchmitterGroup GmbH Supplier Code of Conduct regularly, asking our suppliers to complete a self assessment not more than once a year. Furthermore, we reserve the right to consult with each supplier and to appoint a qualified third party to perform a sustainability audit at the supplier's site. In the event that such a sustainability audit is performed, the supplier shall bear all costs and expense for this audit if the annual turnover of the supplier with SchmitterGroup GmbH exceeds 100,000 €. The audit cost should usually not exceed a limit of 5.000 Euros. SchmitterGroup GmbH will receive a full report on the audit findings.

Any violation of the principles and requirements set out in this SchmitterGroup GmbH Supplier Code of Conduct will be regarded as a serious violation of the supplier regarding his contractual obligations towards SchmitterGroup GmbH. In the event that supplier is suspected of violating any of the principles laid out in the SchmitterGroup GmbH Supplier Code of Conduct (e.g. based on negative media reports), SchmitterGroup GmbH reserves the right to request from the supplier that all relevant information be disclosed.

Furthermore, SchmitterGroup GmbH reserves the right to stop any business with all suppliers who are in clear, verifiable violation of the SchmitterGroup GmbH Supplier Code of Conduct and/or who are neither seeking nor implementing measures for improving their sustainability performance. In the event that a supplier evidently fails to fulfil any of the principles and requirements set out in this SchmitterGroup GmbH Supplier Code of Conduct, or refuses to implement measures for improving his sustainability performance, SchmitterGroup GmbH reserves the right to immediately terminate any or all contracts with the supplier for cause.



References

United Nations Global Compact www.unglobalcompact.org
Universal Declaration of Human Rights
www.un.org/en/rights
International Labour Standards (ILO)
www.ilo.org/global/standards/lang-ten/index.htm
OHSAS 18001 Healthy & Safety Standard
www.ohsas-18001-occupational-health-and-safety.com
International Organization for Standardization www.iso.org

Code of Conduct

SchmitterGroup GmbH Supplier Code of Conduct

Supplier Declaration

We, the undersigned, hereby confirm on behalf of our company (the „Supplier“) that

1. we have received the SchmitterGroup GmbH Supplier Code of Conduct.
2. by signing this document, we undertake to acknowledge and comply with all requirements and principles laid out in the SchmitterGroup GmbH Supplier Code of Conduct, above and beyond any other contractual obligations that we might have entered into with SchmitterGroup GmbH or any SchmitterGroup GmbH affiliates.
3. this document shall solely be governed by the material law of the Federal Republic of Germany.

Name of Company

Place/Date

Authorized Signatory

Name (in print)

Place/Date

Authorized Signatory

Name (in print)

This document shall be duly signed by authorized signatories of Supplier as required by Supplier's internal levels of authority and returned to the following address within 20 working days from date of receipt (post stamp)

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Unternehmensbezogene Angaben / Company related information

Firmenname / Name of Company:

Adresse / Address:

Land / Country:

Ansprechpartner Unternehmen Bereich Nachhaltigkeit / Contact person company for sustainability issues:

Name, Vorname / Last Name, First Name:

E-Mail-Adresse / E-mail address:

Telefon / Phone:

Funktion / Role, Department: