

## **Code of Conduct for Suppliers of the Bohnenkamp Group**

### **Preamble**

The Management Board of Bohnenkamp AG as the ultimate parent company of the Bohnenkamp company group is convinced that sustainable economic corporate success is inseparably linked to compliance with internal and external laws, principles and values.

Every employee is obliged to behave ethically and to comply with all applicable national and international laws. Their actions are characterised by fair, respectful and trustworthy dealings with colleagues, customers, suppliers and business partners.

Any form of discrimination based on ethnic, national and social origin, skin colour, gender, age, religion and belief, political activity, membership in workers' organisations, disability, sexual orientation or other personal characteristics is to be prohibited.

Furthermore, the Bohnenkamp Group strives to optimise sustainability in its business activities and services, and it urges its suppliers to contribute to this in the sense of a holistic approach.

To this end, we are publishing the following Code of Conduct, which we pledge to uphold and call upon our partners to comply with for future cooperation. Violations of the Code may lead to immediate termination of the business relationship.

### **1. Code of conduct between business partners**

The Code of Conduct is based on national laws and regulations as well as international conventions, such as the United Nations Universal Declaration of Human Rights, the Guidelines on the Rights of the Child and Business Conduct, the United Nations Guiding Principles on Business and Human Rights and the International Labour Standards of the International Labour Organization.

### **2. Requirements for suppliers**

#### **2.1. Social responsibility**

##### **2.1.1. Prohibition of child labour**

The supplier shall ensure that at no time during the production process are children employed to manufacture products. The age limit for child labour is defined by the respective legal situation.

2.1.2. Prohibition of forced labour

Any work that serves to provide the product must be done voluntarily and can be voluntarily terminated at any time. Thus, no forced labour, slave labour or anything comparable may be used. In addition, workers must be treated with respect; psychological cruelty or harassment, whether sexual or personal, is strictly prohibited.

2.1.3. Fair pay

The supplier remunerates the work performed by the employee based on the statutory regulations, which may include minimum wage, overtime or similar. If the employer is displeased with the employee's work, no wage shares may be deducted as a punitive measure.

2.1.4. Fair working time

The hours worked must comply with the respective legal situation of the country.

2.1.5. Prohibition of discrimination

Discrimination based on ethnic, national and social origin, skin colour, gender, age, religion and belief, political activity, membership in workers' organisations, disability, sexual orientation or other personal characteristics shall be prohibited.

2.1.6. Freedom of association

The supplier's workers have the option of joining organisations such as trade unions or works councils, provided that national laws are respected in the process. The employer allows its employees to talk openly without fear or harassment.

2.1.7. Health protection

The supplier is responsible for providing a safe and healthy working environment for its workers. For this purpose, it operates an occupational safety system to ensure the necessary preventive measures. Regular training on health and safety standards is executed to raise awareness of hazards.

**2.2. Ethical responsibility**

2.2.1. Antitrust and competition law

Suppliers are expected to comply with all applicable national and international antitrust laws relevant to their respective areas of responsibility, as well as laws against unfair competition. Agreements or activities that influence prices or conditions or that hinder free, open competition in an impermissible manner are prohibited.

2.2.2. Confidentiality/ Data protection

Suppliers are expected to maintain the confidentiality and security of data and information in compliance with data protection laws and government regulations. This confidentiality continues beyond the duration of the business relationship.

2.2.3. Integrity/ Bribery

Suppliers undertake to pursue a zero tolerance policy with regard to corruption, bribery, embezzlement or similar in business transactions. To ensure compliance with anti-corruption laws, monitoring mechanisms must be established and regularly reviewed for effectiveness. Any acceptance or granting of a benefit must be in accordance with the legal regulations and comply with generally accepted business practices.

**2.3. Ecological responsibility**

2.3.1. Handling waste and hazardous substances

The supplier ensures that the waste produced is disposed of properly or recycled, depending on its nature. Materials that pose a risk to the environment when released are disposed of in such a way that safety for humans and nature is ensured at all times during transport, storage, use or recycling.

2.3.2. Handling and discharge of industrial waste water

The supplier has analysed the waste water generated by production and disposes of it accordingly. Regular analysis of the waste water is ensured so that measures of any kind can be initiated in the event of changes.

2.3.3. Reduction of raw materials and natural resources

The supplier is aware of the scarcity of resources and strives to reduce and possibly avoid the use of any resources, including water and energy. This is done by regularly reviewing the production and maintenance processes. A regular check for alternative materials or processes is also firmly incorporated in the business process.

**3. Implementation of the requirements**

Bohnenkamp AG expects its suppliers to critically scrutinise the internal processes in the above-mentioned matters and to adapt them if necessary. To this end, measures must be defined and regularly monitored in internal audits. In the event of a relevant violation, Bohnenkamp AG must be informed. Bohnenkamp AG reserves the right to audit individual points specifically if required.

The supplier is obliged to inform its suppliers about this document and to monitor compliance with the above points at regular intervals.

Non-compliance may result in Bohnenkamp AG reserving the right to demand or take measures that may ultimately lead to a termination of the business relationship.

Bohnenkamp AG  
Board of Management