



Supplier Code of Conduct

06/2023

1. Preamble

As an internationally active family business, we are committed to an ethically correct, legally compliant and socially fair minded management and culture. We expect such responsible behavior from all companies with which we maintain business relationships.

R&D supports the ten principles of the United Nations Global Compact (UNGC) on Human Rights, Labor, Environment, and Anti-Corruption.

Furthermore, we are committed to continuously increasing the sustainability of production and improving products. We hereby appear to our customers with a clear conscience.

This Code of Conduct for Suppliers is intended to define the requirements to be observed by our suppliers in terms of compliance with laws and regulations, corruption, and bribery, social and working conditions, child labor, and environmental protection. We also expect our suppliers to ensure that their subcontractors, suppliers, and similar parties comply with these requirements as well.

2. Labor & Human Rights, Whistleblowing

a) Our suppliers ensure that they protect internationally proclaimed human rights in their operations and for their employees, and do not directly or indirectly use forced labor (including, but not limited to, modern slavery and human trafficking) and child labor of any kind, or inputs produced using such labor.

b) Our suppliers treat their employees with respect, promote an inclusive work environment and prohibit discrimination, unequal treatment, harassment, abuse or inhumane treatment against anyone, for example on the grounds of an individual's ethnic descent or national origin, race or color, religion or ideology, gender, sexual orientation, gender identity and/or expression, age, physical or mental disability, political or union affiliation, citizenship, maternity, marital status, or any other characteristic protected by applicable law. They support these aspects also in the selection of their suppliers and subcontractors.

c) Our suppliers enable their employees and other stakeholders to report concerns or potentially unlawful practices at the workplace. Our suppliers comply with minimum wages and working hours in accordance with local laws and ensure compensation of a living wage according to local living conditions.

d) Our suppliers must guarantee their employees a safe workplace and provide them with adequate protective clothing. They must guarantee their workers access to drinking water and sanitary facilities. Furthermore, they must take care of providing medical first aid and fire protection. Adequate light and ventilation facilities must be provided as well.

e) Our suppliers ensure that they do not supply products that contain conflict minerals which directly or indirectly finance or benefit armed groups and cause human rights abuses as outlined in Annex II of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High Risk Countries (OECD DDG). We expect that they fulfill their due diligence on mineral supply

chains according to the recommendations outlined in the OECD DDG.

f) Our suppliers have the opportunity to discuss any questions regarding anomalies directly with our management. All information will be treated confidentially.

3. Governance

a) Our suppliers abide by all applicable national and international trade laws and regulations including but not limited to antitrust, trade controls, and sanction regimes.

b) Our suppliers consider business integrity as the basis of business relationships.

c) Our suppliers prohibit all types of bribery, corruption and money laundering.

d) Our suppliers forbid gifts to private persons or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.

e) Our suppliers respect the privacy and confidential information of all their employees and business partners as well as protect data and intellectual property from misuse.

f) Our suppliers implement an appropriate Compliance Management System, which facilitates compliance with applicable laws, regulations, and standards.

4. Environment

a) Our suppliers comply with all applicable environmental, occupational health and safety regulations and international conventions on environmental standards.

b) Our suppliers promote the safe and environmentally sound development, manufacturing, transport, use and disposal of their products.

c) Our suppliers protect their employees' and neighbors' life and health, as well as the general public at large against hazards inherent in your processes and products.

d) Our suppliers use resources efficiently, apply energy-efficient and environmentally friendly technologies and reduce waste, as well as emissions to air, water and soil.

e) Our suppliers minimize their negative impact on biodiversity, climate change and water scarcity to protect the livelihood of people.