Supplier Code of Conduct
for the Companies of the
MEIERGUSS|GROUP

All MEIERGUSS group companies recognise their social responsibility in their role as a national and international business. With this Code of Conduct, the MEIERGUSS|GROUP companies (hereinafter: **MEIERGUSS**) have defined basic standards for legitimate and ethical action with special consideration of human, labour and environmental rights as defined in local regulations or international standards (e.g. German Obligation to Exercise Due Diligence in the Supply Chain Act dated 16 July 2021, Supply Chain Act (LkSG) and the “Global Compact”). MEIERGUSS submits to these minimum requirements for business conduct and simultaneously requires this of all of its suppliers.

MEIERGUSS suppliers are obligated to observe the principles of value-oriented business conduct described below and actively ensure that the principles described are applied in their own business environment. If necessary, MEIERGUSS intends to support the supplier in this endeavour.

1. Responsible business conduct means observing the valid laws and other regulations of those countries in which the business is active.

2. It goes without saying that compliance with human rights as described in the UN Human Rights Charter is the foundation of all business activity. A business acting responsibly must ensure that it is not complicit in human rights violations, even indirectly, or promotes these, even unintentionally.

3. The major fundamental freedoms within the meaning of the sections above include

   - adequate protection of personal dignity, privacy and personal rights

   - protection of physical integrity, particularly protection from physical punishment and protection from physical, sexual, psychological and verbal harassment as well as

   - protection and granting of freedom of opinion and free speech.

4. Responsible business conduct is also focused on the rights of employees working for the business. An essential aim is adherence to core labour standards as defined, for instance, by the International Labour Organisation (ILO); these are:

- adherence to the minimum age recommendations of the ILO conventions for **employing children**. According to these, the minimum age should not be lower than the age at which compulsory education ends according to the laws in the employment location and should never be lower than 15 years, provided the ILO conventions (No. 138 dated 26/06/1973) do not permit exceptions. Employees under the age of 18 may not perform work that poses a risk to health, safety or morals of children or is connected to unlawful acts;

- the **prohibition of any kind of forced labour** (ILO no. 29 dated 28/06/1930). All work must be voluntary and completed without any threat of punishment.
  Employees must be able to quit the work or employment relationship at any time. Moreover, there must be no unacceptable treatment of workers such as psychological abuse, sexual and personal harassment or humiliation;

- the protection of the employees' **health and occupational safety**. The supplier is responsible for maintaining a safe, healthy work environment. The health and safety obligations valid in the location of employment must be observed. Suitable occupational safety systems must be developed and implemented to take precautions against accidents and injuries that may occur in connection with the work. Suitable measures must be taken to prevent excessive physical or mental exhaustion. Moreover, employees must receive regular training and instruction relevant to their work. Employees must have access to sufficient drinking water and clean sanitary facilities;

- adherence to legal regulations regarding **remuneration and work hours**. Withholding adequate wages and salaries is prohibited. A suitable remuneration is at least the minimum wage defined in the applicable laws and must otherwise be based on the regulations at the location of employment. Employees must receive all legally required benefits. Deductions from wages as a punishment are not permitted. Work hours must be in line with the valid laws.

- respecting the employees' right to **freedom of association** and their right to enter into collective negotiations.

- the **elimination of discrimination** in hiring and in the employment relationship as well as non-discriminatory treatment of all employees.
  Unequal treatment of employees in any manner is not permitted, unless necessary due to the requirements of the work. The above applies, for instance, to discrimination due to gender or sex, race, caste, national, ethnic or social origin, skin colour, disability, health status, political convictions, origin, world-views, religion, age, pregnancy or sexual orientation. Unequal treatment includes, above all, payment of unequal remuneration for the same work.

5. Conservation of our planet's **natural resources** is an important aim of responsible business conduct. Compliance with legal and other regulations for environmental protection is therefore part of corporate responsibility just as much as promoting increased awareness of environmental issues and developing and distributing environmentally friendly technologies with the aim of steadily reducing consumption of raw materials and natural resources. The supplier may not, in breach of legitimate rights, deprive populations of land, forests or bodies of water whose use secures people's livelihood. The supplier must refrain from harmful soil changes, water and air pollution, noise emissions and excessive water consumption if this would damage the health of persons, have significant impact on the natural resources for food production or prevent access of persons to clean drinking water or sanitary facilities. Commissioning or making use of private or public security services is prohibited if this would result in inhumane or humiliating treatment of persons, injuries or restriction of freedom of association.

6. A systematic approach is taken to identify, handle, reduce and responsibly dispose of or recycle solid waste. The supplier must observe the export prohibition for hazardous waste laid down in the current version of the **Basel Convention of 22 March 1989**. Chemicals or other substances that would pose a risk to the environment if released have to be identified and handled in a manner that guarantees safety during handling, transport, storage, use, recycling or reuse and disposal of these substances. Any use of mercury must comply with the bans in the **Minimata Convention of 10 October 2013** and any use of persistent organic pollutants must comply with the Stockholm Convention of 23 May 2001 in the current version.

7. Responsible businesses do not tolerate any form of **corruption or bribery,** but take suitable measures to promote transparency and integrity in business conduct as well as responsible leadership and monitoring in their business. A responsible business owner knows that adhering to the above-mentioned principles promotes free competition. This also includes treating business and company secrets of other companies in a sensitive, confidential manner and adhering to industrial property rights. When collecting, storing, processing, transferring and disclosing personal information the laws on data protection and information security as well as the offical regulations are observed.

MEIERGUSS expects responsible business conduct in line with the above-mentioned principles from all of its suppliers. Insofar as legally possible, all MEIERGUSS suppliers must, in turn, obligate their own suppliers to adhere to these values and principles, but must, at minimum, ensure that the above-mentioned principles and values are promoted to the greatest extent possible.
Should the supplier detect violations or risks within its supply chain, the supplier shall inform MEIERGUSS accordingly so that these can be evaluated together and suitable measures can be coordinated.

Individuals who would like to report violations of the aforementioned principles within the supply chain of MEIERGUSS, can do so by reporting these violations to the **reporting office** listed below. This reporting office shall maintain the anonymity of the reporting party, unless the reporting party explicitly waives their anonymity. The data protection regulations of EUGDPR are followed and protection from retaliation and punishment is ensured.
Reports can be provided by e-mail or phone in German or English.

Reporting office:
E-mail: compliance_meierguss@brandi.net
Phone no.: +49 160 979 741 72

Rahden, 27. February 2024