

Code of Conduct for suppliers to the Uelzena Group

Compliance with ethical standards throughout our product supply chain is of the utmost importance. This Code of Conduct applies to all business partners that work on behalf of Uelzena and commits all contracted partners and their employees to abide by the following principles.

1. Legal compliance

Our business partners must comply with national and international law. This includes competition and anti-trust law, human rights in accordance with the United Nations, labour standards of the International Labour Organisation (ILO) and the German Supply Chain Due Diligence Act (LkSG). Legal compliance with anti-corruption laws and taking an active stand against corruption is also mandatory.

2. Sustainability

Our partners commit to act sustainably and ethically in their corporate strategy, their management and their processes. The focus lies on continuous improvement in the areas of health, safety, energy and the environment. This includes measures to reduce the carbon footprint, to promote the use of renewable energies and to implement health and safety standards for employees.

3. Corporate responsibility

- **Product safety and quality**

Our business partners must ensure that their products conform to the applicable laws, standards and agreements. This includes measures regarding product safety, effective crisis management and product traceability.

- **Environmental responsibility**

Our partners commit to minimising environmental pollution and to use resources sustainably. This calls for systematic waste management and requires our partners to fulfil their due diligence obligations when handling hazardous substances as well as conflict minerals in accordance with the OECD guidelines for responsible supply chains.

- **Human rights and working conditions**

Our business partners must observe human rights and working conditions in accordance with the ETI Code of Conduct and the ILO convention.

In particular, it must be ensured that none of the human rights risks listed in Article 2 (2) and the environmental risks listed in Article 2 (3) of the German Supply Chain Due Diligence Act are violated.

4. Data protection and trade secrets

Our partners must comply with data privacy laws, in particularly the EU General Data Protection Regulation (GDPR). They must also protect business secrets and commercial property rights to maintain the confidentiality and integrity of sensitive information.

5. Security in (international) supply chains

Our partners must ensure that security standards are maintained in their supply chains and that these are protected against unauthorised access.

If the business partner contracts private or public security personnel to protect its company, they must be instructed accordingly. No inhumane or degrading treatment is permitted and as well as ensuring this, business partners should also respect freedom of association.

Deliveries from non-EU countries must comply with customs legislation.

6. Whistleblower system

Uelzena provides an anonymous and confidential whistleblower system to report legal violations or infringements of the Code of Conduct. Our business partners can use this system to report potential breaches and to help maintain ethical standards.

They also commit to implementing their own whistleblower system.

Place, date

Signature & company stamp