

INTRODUCTION

As the Griesemann Gruppe, we are committed to our responsibility to protect the environment and human rights and place high demands on ourselves and our suppliers. This includes ensuring that our suppliers fulfil the human rights and environmental due diligence obligations protected by the German Supply Chain Due Diligence Act (LkSG) at all stages of the supply chain and align their business practices accordingly. Our suppliers also include all service providers and subcontractors who maintain business relationships with the Griesemann Gruppe.

In addition to the General Terms and Conditions of Purchase (AEB) of the Griesemann Gruppe, this Supplier Code of Conduct obliges each supplier of the Griesemann Gruppe to act in accordance with the provisions of this Supplier Code of Conduct when manufacturing its product and/or providing its service within the scope of its own business activities.

Expectations

The Griesemann Gruppe expects its suppliers to comply with

- ▲ the Griesemann Gruppe's Code of Conduct (available at www.griesemann.com),
- ▲ all applicable laws, regulations and standards in all countries in which the supplier and its subcontractors operate or are located,
- ▲ the principles of the United Nations (UN) Global Compact, the UN International Bill of Human Rights, the international conventions on civil and political rights and on economic, social and cultural rights and the core labour standards of the International Labour Organization (ILO),
- ▲ the conventions of the United Nations (UN) and the Organization for Economic Cooperation and Development (OECD) on combating corruption and the relevant anti-corruption laws, including those dealing with bribery abroad and
- ▲ the following principles.

ENVIRONMENT

Use of mercury

The supplier must take measures to ensure that the requirements of the Minamata Convention of October 10, 2013 are observed in its production and procurement processes and that there are no violations of the prohibitions laid down therein with regard to the manufacture of products containing mercury, the use of mercury and mercury compounds in manufacturing processes and the treatment of mercury waste.

Persistent organic pollutants

The supplier must ensure that its production and procurement processes comply with the requirements of the Stockholm Convention of May 23, 2001 on persistent organic pollutants and that there are no violations of the prohibitions laid down therein with regard to the production and use of certain chemicals and with regard to the non-environmentally sound handling, collection, storage and disposal of waste consisting of these chemicals.

Hazardous waste

The supplier shall refrain from transboundary movements, i.e. import and export of hazardous waste, which is prohibited under the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal of March 22, 1989. The supplier shall track the origin of its raw materials.

HUMAN RIGHTS AND WORKING CONDITIONS

Prohibition of child labour and protection of adolescent employed persons

The supplier shall not tolerate child labour and shall check whether child labour is used in its own business area or its supply chain. In particular, this includes the prohibition of employing a child under the age at which compulsory schooling ends according to the law of the place of employment, whereby the age of employment may not be less than 15 years. Furthermore, the provisions of ILO Conventions 138 and 182 must be complied with.

Prohibition of forced labour and slavery

The supplier shall not tolerate any form of forced labour or slavery and shall verify whether forced labour, slave labour or comparable labour is used in its own business area or supply chain. All labour must be voluntary and without threat of penalty. Any form of domination or oppression, such as the use of psychological hardship, sexual and personal harassment and humiliation, is prohibited.

Respect for occupational health and safety

Safety in the workplace and the promotion of health are the top priorities of the Griesemann Gruppe. The supplier must ensure a safe and healthy working environment. It is prohibited to disregard the occupational health and safety obligations applicable at the place of employment and thereby create an accident or work-related health hazard. Therefore, the supplier must ensure appropriate safety standards in the provision and maintenance of the workplace, the workplace and the work equipment in his company and along the supply chain. Furthermore, the supplier is required to take appropriate protective measures to prevent exposure to chemical, physical or biological substances and measures to prevent excessive physical and mental fatigue. The supplier shall regularly inform and/or train employees on applicable health and safety standards. The supplier shall provide access to drinking water in sufficient quantities and access to clean sanitary facilities. If the supplier provides its services at a location of the Griesemann Gruppe or its customers, it is obliged to comply with all health and safety regulations applicable at the location.

Prohibition of discrimination

The supplier must ensure that all employees are treated equally and that any unequal treatment, for example based on national and ethnic origin, social background, health status, disability, sexual orientation, age, gender, political opinion, religion or ideology, is avoided, unless different treatment results from mandatory professional requirements.

Fair remuneration

The supplier shall ensure that each employee is appropriately remunerated for regular working hours and overtime. The appropriate wage is at least the minimum wage stipulated by the applicable law and is otherwise determined by the law of the place of employment. Deductions from wages as a punitive measure are not permitted. The supplier shall ensure that employees receive clear, detailed and regular written information on the composition of their remuneration.

Preserving the natural foundations of life

The supplier is obliged to ensure that neither its activities nor those along its supply chain adversely affect natural resources or dispossess people. The supplier must therefore exercise all due care to identify harmful changes to the soil, water pollution, air pollution, harmful noise emissions or excessive water consumption at an early stage and counteract them. In particular, this applies if this harms people's health, significantly impairs the natural basis for food production or prevents people from having access to safe drinking water or sanitary facilities. The supplier must ensure that its activities do not violate any legitimate rights to land, forests or waters whose use secures the livelihood of people.

COMPLIANCE WITH THE SUPPLIER CODE AND VERIFICATION

Duty to inform

The supplier shall contractually oblige its own suppliers to comply with this Supplier Code of Conduct. He shall ensure that his employees are aware of the requirements by means of training, which may also be provided by the Griesemann Gruppe.

Upon request, the supplier shall provide all information and documents necessary for the Griesemann Gruppe to fulfil all legal requirements arising from the contractual relationship. This refers in particular - but not exclusively - to the requirements of the German Supply Chain Due Diligence Act (LkSG).

Review and correction

In justified cases, the Griesemann Gruppe reserves the right to verify compliance with this Supplier Code of Conduct to an appropriate extent, e.g. by means of a questionnaire or risk-based audits. The supplier may object to individual audit measures if this would violate mandatory data protection regulations.

If necessary, the supplier shall grant the Griesemann Gruppe, or a third party commissioned by the Griesemann Gruppe access to its premises and relevant documents after reasonable advance notice in order to enable an effective inspection.

If deficits are identified at the supplier or if the supplier identifies them himself, the supplier shall implement prompt and appropriate corrective measures in coordination with the Griesemann Gruppe.

Dealing with violations

The supplier shall remedy any violations of the provisions of this Supplier Code of Conduct within a reasonable period of time. If this is not done, the Griesemann Gruppe shall withdraw from the contract and terminate the business relationship. In the event of a serious, persistent or repeated violation, the Griesemann Gruppe shall terminate the business relationship immediately.

If the supplier suspects or even discovers a violation of this Supplier Code of Conduct in its supply chain, it must notify the Griesemann Gruppe immediately.

The Griesemann Gruppe has set up an appropriate whistleblower system for reporting potential or actual violations, which can be accessed via the website. The supplier shall grant its employees unhindered access to the Griesemann Gruppe's whistleblower system. In particular, the supplier shall not take any action that hinders, blocks or impedes access.