

Hoenle's Supplier Code of Conduct is based on our company group's value system and reflects the expectations of Hoenle Group regarding the social and ecological commitment and ways of action of our suppliers.

The Hoenle Supplier Code of Conduct is also based on the principles of recognized standards such as the International Bill of Human Rights, the labor and social standards of the International Labor Organization (ILO) and the United Nations Global Compact (UNG).

Our selection of service providers and suppliers ("suppliers") includes an assessment of whether the suppliers' values are compatible with our corporate principles. We deal with the suppliers fairly and maintain open, transparent and cooperative communication. This Supplier Code of Conduct applies to the entire supply chain and we expect that, in turn, our suppliers commit their suppliers to our Code.

### 1 Compliance with law

We expect our suppliers to comply with all laws, regulations and contracts at the national and international level.

### 2 Human rights, diversity, non-discrimination, freedom of association

Human rights are inherent, inalienable, universal and indivisible. Every company is responsible for respecting human rights and contributing to their implementation. We expect our suppliers to work for the integration of all people, regardless of gender, ethnicity, religion or other status and to guarantee their employees an environment free from intimidation, threats, hostility, violence, harassment or interference of their work. Our suppliers shall not tolerate discrimination against individuals because of race, skin color, age, gender, marital status, sexual orientation, ethnicity, disability, pregnancy, religion, political or trade union membership or due to medical findings but rather grant them equal treatment and access to work and employment. Our suppliers respect the right of workers to assemble freely, to elect their representatives freely and independently and to negotiate collective agreements without fear of reprisals or intimidation.

### 3 Labor practices, wages, working hours, child labor, forced labor

People have a right to voluntary, safe and appropriately remunerated work that respects and protects human rights. Our suppliers shall pay all employees at least the minimum wage prescribed by the relevant laws on wages and salaries and provide all statutory social benefits. Suppliers shall ensure compliance with the legal working time restrictions and break regulations for their employees. Our suppliers do not allow the employment of children below the minimum age for employment in the respective country or the compulsory school age (usually 15 years, in some countries 14 years). Suppliers shall avoid any kind of child labor in their companies. The definition of child labor is based on the core labor standards defined by the International Labor Organization (ILO) and the principles of the United Nations Global Compact (UNG). If local law stipulates a higher legal minimum age for workers or longer compulsory education, the higher age applies. Approved training programs are encouraged. Forced labor or any kind of involuntary labor is prohibited.

### 4 Health and safety

Our suppliers ensure that the working conditions and work environment do not endanger the physical integrity and health of their employees. The suppliers take preventive and constantly improved measures to prevent accidents and other strain and they train their employees on occupational health and safety. They ensure the necessary medical care and reintegration. Emergency plans and reporting systems shall be installed for potential emergency situations. Our suppliers guarantee their employees clean drinking water, clean sanitary and social rooms, suitable emergency exits, fire-protection systems and an appropriate working environment in terms of ambient temperature, air quality and lighting at all times. They ensure adequate protection for non-smokers.

### 5 Product safety

Our suppliers are obliged to comply with product safety regulations, label their products accordingly and communicate product handling requirements. They shall provide the parties involved with all relevant documentation that contains necessary safety-related data on all hazardous substances, as required. This includes product information, safety data sheets, notification and approval confirmations, usages and exposure scenarios. Suppliers shall proactively and transparently share information on health, safety and environmental aspects of their products with all parties involved.

### 6 Environment

Our suppliers shall protect the environment and influence it in a positive way. They adhere to the legal requirements for environmental protection and contribute to reducing any adverse negative environmental impact.

### 7 Fair business practice and further development of the company

Our suppliers shall maintain the highest ethical standards in their dealings with all business partners, public authorities and competitors. All forms of corruption, extortion, embezzlement and agreements to restrict competition are prohibited. Upon our request, the suppliers shall disclose information to us on business activities, structure, financial situation and social and ecological responsibility. They shall promote human rights and improve economic, social and ecological conditions. They develop an understanding of cultures, customs and values and are committed to open dialogue.

### 8 Protection of confidential information and intellectual property rights

Our suppliers are obliged to use and appropriately protect any confidential information. They must ensure that sensitive data and the valid intellectual property rights of their own employees and business partners are secured. They may not use the name or brands and products of Hoenle for advertising purposes without our prior written consent.

### 9 Confidentiality and protection of data

Confidential information or data of Hoenle Group must be appropriately managed and protected against unauthorized access and unauthorized use, disclosure, modification or destruction. Our suppliers may collect personal information for legitimate business purposes only, use such information solely in a legal, transparent and secure manner and disclose it only to authorized persons. They are obliged to protect the information in accordance with the relevant security regulations, retain it only as long as necessary and oblige third parties with access to personal information to protect this data.

### 10 **Conflict of interest**

Our suppliers must inform Hoenle about any situation that could lead to a conflict of interest, for example if Hoenle employees enjoy professional, private and / or significant financial advantages or have a stake in a company of the supplier.

### 11 **Fair competition**

Our suppliers are committed to fair competition and must observe the applicable antitrust laws.

### 12 **International trade controls**

Our suppliers shall comply with any export control regulations applicable to their business and provide customs and other authorities with correct and true information on such regulations, as required.

### 13 **Conflict minerals**

Our suppliers must ensure that no products are sent to Hoenle Group companies that contain metals whose base minerals or derivatives originate from a conflict region, where they contribute directly or indirectly to the financing or support of armed groups or cause or promote the violation of human rights.

### 14 **Governance**

Our suppliers must have effective governance structures in place to support compliance with applicable laws within their companies and promote continuous improvement regarding the expectations set out in this Code of Conduct. For this purpose, the suppliers must be aware of and comply with all applicable international, national and local laws and regulations, contractual agreements and internationally recognized standards; align their practices to generally accepted industry standards; obtain and keep up to date all applicable permits, certificates, licenses and approvals and carry out their activities in accordance with the restrictions and requirements of the permits at all times; provide appropriate resources in their companies to comply with the principles of the Code; take the necessary measures to remedy any deficiencies identified in the context of internal or external audits, inspections and management reviews, and implement the principles set out in this Code of Conduct.

### 15 **Transferring the code to the supply chain**

Our suppliers are committed to introducing and implementing the standards from the Code with their subcontractors and any other business partners and checking their compliance. They inform Hoenle about possible risks and rule violations within their supply chain, carry out regular monitoring and support Hoenle with audits, assessments and/or training of sub-suppliers or carry them out themselves to ensure security in the supply chain.

### 16 **Systems, documentation and evaluation**

Our suppliers shall maintain structures and develop, implement, apply and maintain controls in connection with the content of this Code of Conducts. They are obliged to keep the necessary documentation to demonstrate conformity with the principles of this Code of Conduct.

### 17 **Risk management**

With reference to all applicable legal requirements, our suppliers are obliged to maintain structures for the regular identification, assessment and control of risks in all areas covered by this Code of Conduct. All necessary documentation to demonstrate compliance with the principles of this Code of Conduct must be available.

### 18 **Right to evaluations**

Our suppliers grant Hoenle the right to evaluate the suppliers' sustainability performance after prior notification with a reasonable period of time in order to assess compliance with the principles of Hoenle's Supplier Code of Conduct. The evaluation is carried out directly by Hoenle or a qualified third party e.g. in the form of an assessment or review. In the event of proven violations of the principles and requirements stipulated in the Hoenle Supplier Code of Conduct, the suppliers are required to strive for and implement improvement measures and provide evidence after appropriate deadlines set by Hoenle. Otherwise, the suppliers shall grant Hoenle an extraordinary right of termination without notice for all contractual relationships with the supplier.