



Supplier Code of Conduct

Sustainability in the sense of economic, ecological and social responsibility has a high priority in the Silbitz Group. These include long-term and trustworthy partnerships and indispensable law-compliant behavior. The Silbitz Group expects its suppliers to take these principles into account in their companies.

This code defines these requirements of the Silbitz Group to their suppliers of raw materials, goods and services. It applies to all suppliers of the Silbitz Group as well as their employees. Beyond this code, we expect all suppliers to comply with applicable laws, regulations and their contractual obligations. It is the responsibility of the supplier to promote and implement compliance with the principles set out in this code.

The principles set out in this code are guided by the principles of the United Nations (UN) Global Compact and the content of other worldwide applicable conventions and standards.

The following principles must be adhered to by suppliers of the Silbitz Group:

Human and labor rights

The Silbitz Group expects its suppliers to respect and comply with the fundamental rights granted to all employees under applicable national statute and, furthermore, to fully recognize the labor standards issued by the International Labor Organization (ILO) and the International Human Rights Charter of the United Nations (UN). Suppliers shall respect the rights of third parties and minimize any possible adverse effects by taking into account all relevant international standards.

Child labor

The Silbitz Group expects its suppliers to prohibit and refrain from any kind of child labor within their organization.

Forced labor

The Silbitz Group expects its suppliers to prohibit any kind of forced labor or human trafficking in their organization and any contribution to it.

Discrimination

The Silbitz Group expects its suppliers to prohibit any form of discrimination. Within the organization of our suppliers, no employee may be discriminated against based on his or her gender, age, color, ethnical or social origin, nationality, sexual orientation, disability, religion/belief or political opinion.

Freedom of association

The Silbitz Group expects its suppliers to respect the right of their employees, to the full extent of applicable national statute, to form a workers council or other employee representations, and to conduct collective bargaining.

Working time and remuneration

The Silbitz Group expects its suppliers to fully comply with applicable national statute on working time. Furthermore, we expect that the employees of our suppliers receive a remuneration which is fair and in line with applicable national statute.

Conflict materials

The Silbitz Group expects its suppliers to adhere to all applicable conflict minerals regulations. Suppliers have to determine the supply chain up to the origin with all necessary care and, on request, furnish proof on compliance with all regulations.

Occupational health and safety

The Silbitz Group expects its suppliers to comply with applicable national statute governing health and safety at work. Moreover, our suppliers are expected to establish and maintain measures for the purpose of preventing health and safety risks at work, accidents and occupational diseases.

Environmental protection

The Silbitz Group expects its suppliers to comply with all applicable national laws, regulations and standards to protect the environment. Our suppliers are expected to establish and maintain a management system to minimize environmental impact and hazards, and to improve environmental protection in their day-to-day business.

Conduct in business environment

Prohibition of corruption and bribery

The Silbitz Group expects its suppliers to have zero-tolerance for corruption and prohibit any form of corruption within their organization. In particular, our suppliers are expected to ensure that their employees, subcontractors and agents do not offer, promise or grant any advantages to any employees of the Silbitz Group or related parties with the goal of securing an order award or any other form of preferential treatment in their business transactions.

Invitations and gifts

The Silbitz Group expects its suppliers to refrain from presenting any invitations or gifts to our employees so as to gain any form of influence. Any invitations or gifts extended to Silbitz Group employees or related parties, if any, must be reasonable and suitable with a view to scope and design, i.e. they must be of low financial value and reflect ordinary local business custom. Gifts are considered as low financial value, if their single value is less than 30 Euro and the annual total value does not exceed the amount of 200 Euro for a single recipient. We also expect our suppliers to refrain from asking Silbitz Group employees for any inappropriate advantages.

Preventing conflicts of interest

The Silbitz Group expects its suppliers to take decisions in business dealings with us based on objective criteria only. Any factors that might influence our suppliers' decisions due to private, business or other conflicts of interest must be

avoided. The same applies to relatives and other related parties.

Unrestricted competition

The Silbitz Group expects its suppliers to always compete in a fair manner and to comply with applicable antitrust laws and regulations. Our suppliers are expected not to enter with competitors into agreements that might constitute a breach of antitrust law, nor to take advantage of any dominant market position they might hold.

Intellectual property

The Silbitz Group expects its suppliers to respect and protect any intellectual property of the Silbitz Group or third parties such as business secrets, samples, models and know-how.

Money laundering

The Silbitz Group expects its suppliers to comply with all applicable statute governing the prevention of money laundering, and not to participate in any money laundering activities.

Any violations of this code may lead to lasting effects on the business relationship with the Silbitz Group including a possible termination. We reserve the right to conduct an audit at any time and any of the supplier's facilities in order to monitor compliance with the principles of this code.

In case of any questions or to report suspected violations, please contact the Compliance Officer of the Silbitz Group:

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