



# **SUPPLIER CODE OF CONDUCT**



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## INTRODUCTION/PREAMBLE

Ringmetall SE and all its associated companies are committed to ecologically and socially responsible corporate management. Ringmetall requires all employees to observe the principles of ecological, social and ethical conduct and to integrate them into the corporate culture. Ringmetall has committed itself to its own Code of Conduct for employee involvement, which is accessible and recommended to every employee of all Group companies. Ringmetall expects the same behavior from all suppliers. Ringmetall strives to continuously optimize its business activities and products in terms of sustainability and calls on you as a supplier to contribute to this in the sense of a holistic approach.

For future cooperation, the contracting parties agree on the applicability of the following provisions for a common code of conduct. This agreement shall serve as the basis for all future deliveries. The Contracting Parties undertake to comply with the principles and requirements of the Code of Conduct and to endeavour to contractually obligate their subcontractors to comply with the standards and regulations set out in this document. This Agreement shall enter into force upon signing.

The Code of Conduct is based on national laws and regulations as well as international conventions such as the United Nations Universal Declaration of Human Rights, the International Labour Standards of the International Labour Organization (ILO) and the United Nations Global Compact.

## REQUIREMENTS FOR SUPPLIERS

### 1. SOCIAL RESPONSIBILITY

#### *1.1 Exclusion of Forced Labour*

Ringmetall is committed to the ILO conventions and is committed to the core labour standards. Ringmetall also expects you as a supplier not to tolerate forced labor, slave labor or similar work. All work must be voluntary and done without threat of punishment. Your employees can terminate work or employment at any time. You combat unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment and humiliation.

#### *1.2 Prohibition of child labour*

Child labour may not be used at any stage of production. Ringmetall calls on you, as a supplier, to adhere to the recommendation from the ILO conventions on the minimum age for employing children. Accordingly, the age should not be less than the age at which, according to the law of the place of employment, compulsory education ends and, in any case, should not be less than 15 years. Young people under the age of 18 may not be employed in work that is harmful to the health, safety or morals of children.

#### *1.3 Fair pay and working hours*

Remuneration for regular working hours and overtime must be in line with the national statutory minimum wage or industry minimum standards, whichever is greater. Employees must be granted all

the benefits required by law. Their working hours comply with the applicable legal regulations or industry standards.

#### *1.4 Freedom of association*

You respect the right of workers to form and join organisations of their choice, and to bargain collectively and to strike. In cases where freedom of association and the right to collective bargaining are restricted by law, provide alternative means of independent and free association of workers for the purpose of collective bargaining. You protect employee representatives from discrimination.

#### *1.5 Discrimination*

As our supplier, you respect and protect the personal rights and privacy of your employees. The unequal treatment of employees in any form is inadmissible unless it is based on the requirements of employment. Ringmetall does not tolerate discrimination, e.g. on the basis of gender, race, caste, ethnic or social origin, skin colour, disability, health status, political opinion, origin, belief, religion, age, pregnancy or sexual orientation.

#### *1.6 Health and safety at work*

You ensure a safe and healthy working environment in your company. By establishing and implementing appropriate occupational safety systems, necessary precautionary measures are taken against accidents and damage to health that may arise in connection with the work. Excessive physical or mental fatigue must be prevented by appropriate measures. Employees receive regular training and information on the applicable health and safety standards and their measures.

#### *1.7 Dealing with conflict minerals*

For the conflict minerals tin, tungsten, tantalum and gold, as well as other raw materials such as cobalt, the Company establishes processes in accordance with the Organisation for Economic Cooperation and Development (OECD) guidelines for the fulfilment of due diligence to promote responsible supply chains for minerals from conflict-affected and high-risk areas, and expects its supplier to do the same. Smelters and refineries without adequate, audited due diligence processes should be avoided.

## 2. ECOLOGICAL RESPONSIBILITY

### *2.1 Dealing with air emissions*

You routinely monitor and verify general emissions from operations (air and noise emissions) and greenhouse gas emissions. To protect people and the environment, you strive to minimize all emissions.

### *2.2 Handling of waste and hazardous materials*

Ringmetall encourages you to implement or maintain a suitable environmental management system that complies with ISO 14001 or an equivalent standard. They dispose of and recycle the waste materials in accordance with the applicable regulations.

### *2.3 Reduce the consumption of raw materials and natural resources*

You develop processes and implement measures to reduce or avoid the use and consumption of resources during production and the generation of waste of all kinds, including water and energy. By using alternative materials, by saving, by recycling or by reusing materials, you contribute to the conservation of our resources.

### *2.4 Dealing with energy consumption and energy efficiency*

By monitoring and documenting your energy consumption, you strive to find economical solutions to improve energy efficiency and minimize energy consumption.

## 3. ETHICAL BUSINESS CONDUCT

### *3.1. Regulatory compliance*

You will comply with the applicable national and international laws, rules and regulations in which you operate as our supplier.

### *3.2. Fair competition*

The norms of fair business, fair advertising and fair competition are self-evident to you. In addition, you must take into account the applicable antitrust laws, which prohibit agreements and other activities that influence prices or conditions when dealing with competitors.

### *3.3. Confidentiality/Data Protection and Intellectual Property*

It is your duty to meet the reasonable expectations of clients, suppliers, customers, consumers and employees with regard to the protection of private information. When collecting, storing, processing, transmitting and disclosing personal information, you comply with data protection and information security laws and government regulations. Intellectual property rights must be respected; Technology and know-how transfer take place in such a way that intellectual property rights and customer information are protected.

### 3.4. Integrity, Bribery and Advantage Taking

The highest standards of integrity must be applied to all business activities. They have a zero-tolerance policy for all forms of bribery, corruption, extortion and embezzlement. To ensure compliance with anti-corruption laws, use procedures to monitor and enforce the norms.

## IMPLEMENTATION AND REQUIREMENTS

With regard to supply chains, Ringmetall expects suppliers to identify risks within them and to take appropriate measures. In the event of a suspicion of violations and in order to secure supply chains with increased risks, you will inform us promptly and, if necessary, regularly about the identified violations and risks as well as the measures taken. Ringmetall checks compliance with the standards and regulations listed in this document on a random basis by means of a self-assessment questionnaire and risk-based audits at its production sites. You agree that we, as the client, may carry out such audits once a year or for specific reasons to verify compliance with the Code at your business premises during normal business hours after reasonable advance notice by persons commissioned by us. You can object to individual audit measures if they would violate mandatory data protection regulations. If a violation of the provisions of this Code of Conduct is detected, we will notify you immediately in writing within one month and set a reasonable grace period to restore compliance with the Code of Conduct. If a remedy is not possible in the foreseeable future, you must notify us immediately and work with us to create a concept with a timetable for ending or minimizing the violation. If such a breach was culpable and the grace period expires fruitlessly, or if the implementation of the measures contained in the concept does not bring about a remedy after the expiry of the schedule and makes a continuation of the contract until ordinary termination unreasonable for the client and no milder means is available, we may break off the business relationship and terminate all contracts after the fruitless expiry of the set period, if we have threatened to do so when setting the grace period. A statutory right to extraordinary termination without setting a grace period, in particular in the case of violations that are to be assessed as very serious, remains unaffected, as does the right to compensation.

## ACKNOWLEDGEMENT AND CONSENT OF THE SUPPLIER

By signing this document, you commit to acting responsibly and adhering to the principles listed. You also undertake to communicate the content of this Code to your employees, agents and subcontractors in a comprehensible manner and to take all necessary precautions to implement the requirements.

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Place, Date

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Signature, company stamp

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