

# Code of Conduct for Suppliers

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## Preamble

Amann Girschbach is committed to ecologically and socially responsible corporate management. We expect the same behavior from all our suppliers. We also take it for granted that our employees observe the principles of ecological, social and ethical conduct and integrate these into the corporate culture.

We expect our suppliers to fully comply with applicable laws and to follow internationally recognized environmental, social and corporate governance (ESG) standards.

The following Code of Conduct shall apply as the basis for all deliveries. Contractual partners shall be obliged to comply with the principles and requirements of the Code of Conduct. We also expect that our suppliers will apply their best efforts to implement these standards with their suppliers and subcontractors.

Amann Girschbach will regularly review this Code of Conduct and make changes where necessary and appropriate. Important changes will always be communicated to the respective supplier. The most up-to-date version of the Code of Conduct can be found at [our website](#).

The Code of Conduct is based on the principles of the [Amann Girschbach Code of Conduct](#), on national laws and regulations as well as international conventions.

## 1. Social and working conditions

Amann Girschbach expects its suppliers to recognize the fundamental rights of their employees and be obliged to respect these and to treat employees with dignity and respect, in accordance with the understanding of the international community. In particular, suppliers shall comply with the following provisions:

- 1.1 Exclusion of forced labor and prohibition of child labor: Any form of forced labor and child labor is prohibited. The supplier shall not employ children or use any form of involuntary labor.
- 1.2 Freedom of association: The supplier shall recognize the right to association and the right to collective bargaining in accordance with the applicable laws.
- 1.3 Prohibition of discrimination: The supplier shall comply with all applicable laws prohibiting discrimination in hiring and employment based on nationality, race, color, disability, sexual orientation, medical condition, political affiliation, gender, age, appearance or membership in associations, possible parenthood, or any other characteristic protected by law.
- 1.4 Fair remuneration and working hours: The supplier shall comply with minimum wages and working hours in accordance with the local laws.
- 1.5 Health protection, safety in the workplace: The supplier shall be responsible for a safe and healthy working environment. They shall take the necessary precautions against accidents and damage to health that may arise in connection with the job by setting up and applying appropriate occupational safety systems.
- 1.6 Working conditions: The supplier must provide its employees with adequate working facilities. At minimum, they must ensure access to potable water and sanitary facilities. Further, they must also ensure that fire safety, access to emergency medical care, adequate lighting and ventilation are provided.

## 2. Ecological sustainability

Amann Girschbach expects its suppliers to comply with all applicable laws and regulations, as well as internationally recognized standards for the protection of the environment:

- 2.1 Environmental permits: The supplier shall ensure that all required environmental permits and approvals are obtained, kept up to date and followed in order to act in compliance with the law at all times. They shall comply with all applicable environmental, health and safety regulations.
- 2.2 Consumption of resources, avoidance of environmental pollution, minimization of waste and emissions: The supplier shall use resources efficiently, employ energy-efficient and environment-friendly technologies and reduce its waste volumes as well as emissions to air, water and soil. By doing so, they shall promote the safe and environmentally compatible development and manufacture of their products, as well as their transport, use and disposal.
- 2.3 Hazardous substances and product safety: The supplier shall comply with all applicable laws and regulations regarding hazardous materials, chemicals and substances. Furthermore, substance restrictions and product safety requirements stipulated by applicable laws and regulations must be complied with by the supplier.

## 3. Corporate Governance

Amann Girschbach expects its suppliers to comply with applicable national and international laws and regulations. Should legal provisions or other rules apply in individual countries in which the supplier operates that deviate from the stipulations of the Code of Conduct, the stricter requirements shall be complied with in each case.

- 3.1 Compliance with laws and regulations: The supplier shall comply with all applicable national and international trade laws and regulations, in particular, but not exclusively, the rules of antitrust law, trade control as well as the rules on sanctions.
- 3.2 Prohibition of bribery, corruption and money laundering: The supplier shall prohibit any kind of bribery, corruption and money laundering. The supplier shall prohibit gifts to private or public officials which are intended to influence business decisions or otherwise encourage them to violate their obligations. The supplier shall not engage in money laundering activities and shall comply with the relevant legal obligations for the prevention of money laundering.
- 3.3 Fair competition: The supplier shall behave fairly in competition and observe the applicable antitrust laws. The supplier shall neither participate in agreements with competitors in violation of antitrust laws nor abuse a potentially existing dominant market position.
- 3.4 Confidentiality/data protection: The supplier shall be obliged to meet the reasonable expectations of its client, suppliers, customers, consumers and employees with regard to the protection of private information. The supplier shall comply with the data protection and information security laws and government regulations when collecting, storing, processing, transmitting and disclosing personal information.
- 3.5 Intellectual property: The supplier shall respect intellectual property rights; technology and know-how transfers shall be made in such a manner as to protect intellectual property rights and customer information.

### **Consequences in case of violations**

In the case of violations of this Code of Conduct, the supplier shall be obliged to report these to Amann Girschbach. If a supplier fails to comply with the principles defined in this Code of Conduct, Amann Girschbach shall be entitled to terminate the business relationship with the respective supplier for good cause.

### **Reporting of violations**

If you notice or learn of violations of this Code of Conduct, you can also report these anonymously via our Amann Girschbach whistleblower system:

[Amann Girschbach Whistleblower System](#)

Equally, our Compliance Office is at your service at [compliance@amanngirschbach.com](mailto:compliance@amanngirschbach.com).

### **Confirmation by the supplier**

We hereby confirm that we have read and understood the contents of this Amann Girschbach Code of Conduct for Suppliers and that our company agrees to act accordingly:

Name of supplier:

Signature:

Date