

Business Partner Code of Conduct Sustainability





DRÄXLMAIER

Business Partner Code of Conduct

Sustainability

The DRÄXLMAIER Group is committed to the principles of responsible, lawful conduct and also commits its business partners to respect the following principles, comply with them in their corporate policy and to pass them on in their own supply chains.

The following principles highlight the minimum requirements for all business partners with regard to business ethics, environment protection and saving resources, as well as to human rights and social standards. They are based on the basic principles of economic, ecological and social responsibility that comply with applicable law and are consistent with international standards.

Business Ethics and Compliance

The DRÄXLMAIER Group expects its business partners to act with responsibility and honesty and to pass on this expectation to the entire supply chain. The companies are required to act with the highest integrity, honesty and fairness in the whole supply chain in compliance with all the applicable laws. That particularly includes:

- Compliance with the applicable anti-corruption laws (prohibition of corruption)
- Compliance with the applicable anti-trust and competition laws
- Compliance with applicable money-laundering laws
- Protection of intellectual property and trade secrets
- Compliance with export and import regulations
- Avoidance of conflicts of interest
- Refusal to accept gifts and other business courtesies, invitations and donations that go beyond the customary level

Described in detail in the „**Code of Conduct of the DRÄXLMAIER Group for Corruption Prevention and Fairness in Competition**“.

Environmental Protection and Resource Conservation

The DRÄXLMAIER Group expects its business partners and their suppliers to ensure sustainable, responsible and careful use of resources and raw materials in compliance with the ISO 14001 norm across the entire supply chain.

Business partners will ensure efficient use of energy and resources and are to comply with the applicable environmental standards in their products and processes.

The business partners shall in particular endeavor to:

- Reduction of energy and water consumption and preservation of water and air quality
- Responsible chemical management and compliance with material restriction requirements
- reduce greenhouse gas
- make maximum use of renewable energies
- use environmentally friendly recycling/disposal concepts
- reduce waste
- consistently improve products and processes in compliance with environmental accounting
- protect biodiversity

In their market segment, the business partners proactively promote the development and distribution of environmentally friendly technologies. The business partners will support all efforts to ensure conscientious procurement of resources. Use of resources obtained unlawfully or through ethically reprehensible or unreasonable measures is not permitted. The business partners are expected to refrain from supplying products containing raw materials that come from conflict regions. Where applicable, the business partners will comply with restrictions to avoid hazardous substances in accordance with applicable directives and regulations.

Social Responsibility

For the DRÄXLMAIER Group, social responsibility towards its employees is of paramount importance. This also applies to its business partners and their business partners.

The DRÄXLMAIER Group expects its business partners to respect social standards, take them into account in their own corporate policy and ensure their commitment to social responsibility throughout their supply chain.

The following principles are of particular importance:

- Respect for human rights, particularly for life and health, and protection against torture and cruel, inhuman or degrading treatment
- No discrimination; promotion of equal opportunity and equal treatment
- The prohibition of human trafficking, forced or child labor
- Freedom of association and the right to collective bargaining
- Remuneration without regards to the difference of gender in compliance with legally stipulated minimum wages and the minimum standards of the applicable national business sectors
- Compliance with the relevant national legal regulations on working time and paid recreational leave
- Compliance with occupational safety and health protection requirements in conformity with the ISO 45001 norm
- Right to privacy – protection of personal data
- Animal welfare

Compliance with the Business Partner Code of Conduct

In the event of significant breaches of the contents of the Business Partner Code of Conduct, the DRÄXLMAIER Group reserves the right to terminate business relations with the business partner subject to the applicable laws. The DRÄXLMAIER Group reserves the right to review adherence to the contents of this Business Partner Code of Conduct in an appropriate manner.

Notification of possible breaches

The DRÄXLMAIER Group shall commit its business partners to report any offences, legal or ethical breaches that may affect the DRÄXLMAIER Group. Our Compliance Management (Compliance-Office@draexlmaier.com) is the direct contact for this purpose. If you wish to remain absolutely anonymous, please use the direct e-mail address of the ombudsman (help@draexlmaier.com). Requests may be submitted in the national language, so that anyone may have equal opportunity of submitting information.

The DRÄXLMAIER Group acts in compliance with the following international standards:

- The ILO "Declaration on Fundamental Principles and Rights at Work"
- The OECD Guidelines for Multinational Enterprises
- The UN major principles for economy and human rights
- The ten principles of the UN Global Compact