



Reg.Nr. 551389-02



Reg.Nr. 551389 EMS1



DE AEOC 105522



Supplier Code of Conduct

Riedhammer's Supplier Code of Conduct is based upon internationally accepted and advocated principles for ethical and legally compliant business practices. Riedhammer has a systematic approach to the application of its Supplier Code of Conduct in respect of its supply chain business partners, including suppliers, contractors, consultants and agents ('Business Partners'). In doing so, Riedhammer's goal is to ensure that its business relationships are based upon a foundation of integrity and sustainability, and reflect the values and principles that Riedhammer promotes internally and externally.

Riedhammer expects that its Business Partners will comply with the principles set out in this Supplier Code of Conduct and will actively promote such principles with their own supply chain business partners.

1. BUSINESS PRACTICES

Compliance with laws

Business Partners will comply with all applicable laws and regulations.

Corruption, bribery and improper business conduct

Business Partners will not engage or be complicit in, or encourage any activity, practice or conduct that would be an offence under, or breach of, any applicable laws relating to corruption and bribery.

Business Partners will not, in order to obtain or retain business or other advantage in the conduct of business, offer, promise or give anything of value or an undue advantage to a public official or to any third party to influence such person to act or refrain from acting in relation to the performance of her/his duties.

Business Partners will not request, accept or receive anything of value or an undue advantage that may influence their decisions, nor take part in or seek to influence any decision where there are related circumstances, factors or relationships (business, personal, economic or otherwise) that could give rise to an actual or perceived conflict of interest.

Business Partners will not offer, promise, give, request or accept gifts, favors or hospitality which are more than modest, both with respect to value and frequency, or are inappropriate with respect to time and place. Business Partners will not offer, give, request or accept any gifts, favors or hospitality whatsoever in connection with tender or contract negotiation/award processes.

Business Partners will not enter into, seek to enter into or otherwise engage in any form of agreement, arrangement or activity that would be a breach of applicable competition laws and regulations.

2. HUMAN RIGHTS AND WORKING CONDITIONS

Working Hours

Business Partners will comply with all applicable laws, regulations and agreements regarding working hours.

Child and forced labor

Business Partners will not employ children below the age of 15 or any higher minimum age for employment according to applicable laws. Exceptions can only be made if their employment is in accordance with ILO's convention on child labor (No. 138).

Business Partners will not employ persons below the age of 18 for any form of hazardous work.

Business Partners will not employ people against their will or require employees to lodge identity papers or deposits (financial or otherwise) as a condition of their employment.

Freedom of association

Business Partners will, subject to applicable laws, respect that their employees are entitled to be, or refrain from being, union members, to be represented in collective bargaining agreements and otherwise, to have the opportunity to affect their working conditions.

Wages and employment conditions

Business Partners will ensure that their employees are treated fairly and equally, are paid in a reasonable and timely manner and are not harassed or discriminated against. Business Partners will ensure a healthy, safe and secure working environment for their employees.

Minority rights

Business Partners will respect local religious and cultural customs and the rights and integrity of local communities and indigenous people.

3. ENVIRONMENT

Pollution and emissions

Business Partners will seek to avoid pollution and to minimize emissions and waste production.

Environmentally friendly technology and processes

Business Partners will seek to develop and implement environmentally friendly technologies and processes in their activities.