

Code of Conduct for Suppliers/Compliance

Guideline

This Code of Conduct sets out the principles to be observed by our suppliers and business partners and the requirements we place on them regarding the responsibility that we and they have for people and the environment.

1 Introduction/preamble

Hymer-Leichtmetallbau GmbH & Co. KG is committed to environmentally and socially responsible corporate management. We expect our suppliers to conduct themselves in the same way. We also require our employees to comply with the principles of ecological, social and ethical conduct. Our suppliers must integrate these principles into their corporate culture. We also strive to continuously optimise our business activities and our products and services with regard to sustainability and require our suppliers to contribute to this as part of an integrated approach.

For future cooperation, contracting parties agree that the following provisions for a common code of conduct are to apply. This agreement is the basis for all future deliveries. The contracting parties undertake to comply with the principles and requirements of the Code of Conduct. Suppliers are requested to contractually oblige their subcontractors to comply with the standards and regulations outlined in this document. This agreement is to enter into force upon signature.

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 Guidelines on Children's Rights and Business Conduct, the United Nations Guidelines on Business and Human Rights, the International Labour Standards of the International Labour Organisation and the United Nations Global Compact. We expect our suppliers to comply with all relevant laws and regulations as well as the requirements of standards.

A violation of this Code of Conduct may be reason and cause for Hymer to terminate the business relationships, including all associated supply contracts. Likewise, a violation of this Code may be a reason and cause for Hymer to take civil legal action against a supplier and business partner. This applies in particular if violations by a supplier lead to a claim against Hymer by third parties.

2 Requirements of suppliers

2.1 Social responsibility

- Exclusion of forced labour and human trafficking

Suppliers may not use or facilitate forced labour, slave labour, compulsory labour or similar labour. All work must be voluntary and employees must be able to terminate their work or employment at any time. In addition, there must be no unacceptable treatment of workers, such as mental hardship, sexual or personal harassment.

- Prohibition of child labour

Child labour must not be used in any phase of production. Suppliers are required to comply with the recommendation from the ILO conventions on the minimum age for the employment of children. Accordingly, the age should not be lower than the age at which general compulsory schooling ends and in any case not less than 15 years of age. Suppliers may therefore not recruit employees who are under 15 years of age. Furthermore, no employees may be recruited for high-risk work unless they are at least 18 years of age.

- Fair remuneration

The remuneration paid to the workers must comply with all applicable laws on remuneration, for example: laws on minimum wage and overtime. If the statutory minimum wage is not sufficient to cover the cost of living, the business partner is obliged to pay remuneration that covers basic needs. Wage deductions as penalties are not permitted. The basis on which employees are remunerated is communicated to them on an ongoing basis by means of a payslip. Suppliers are to comply with all applicable legal provisions in the event of cross-border personnel deployment, in particular with regard to the granting of minimum wages.

- Fair working hours

Working hours must comply with applicable laws or industry standards.

- Freedom of association

Suppliers are to respect workers' right to freedom of association, to join trade unions, to have recourse to workers' representatives and to be members of works councils in accordance with

local laws. Workers must not suffer any disadvantages from exercising their rights. Members of employee organisations or trade unions may not be favoured or disadvantaged. It must be possible for workers to communicate openly with management at all times without fear of retaliation or harassment.

- Non-discrimination

Equal opportunities and equal treatment of all employees must always be ensured. Any form of discrimination against employees is therefore not permitted. This applies in particular to discrimination based on gender, race, caste, colour, disability, political opinion, ethnicity and origin, religion, age or sexual orientation. The personal dignity, privacy and personal rights of each individual are to be respected.

- Occupational health and safety

Suppliers are responsible for a safe and healthy working environment. By setting up and applying appropriate occupational safety systems, the necessary precautionary measures are to be taken against accidents and damage to health that may occur in connection with the work. Employees are also to be regularly informed and trained on applicable health and safety standards and measures. Employees are to be given access to drinking water in sufficient quantities and access to clean sanitary facilities.

- Grievance procedures

Suppliers are to maintain at their facilities effective grievance procedures for individuals and groups who may suffer adverse effects.

- Handling conflict minerals

As part of the procurement of conflict minerals such as tin, tungsten, tantalum and gold, as well as other raw materials such as cobalt, the company establishes and maintains processes in accordance with the Organisation for Economic Cooperation and Development (OECD) guidelines for fulfilling the due diligence obligation to promote responsible supply chains for minerals from conflict and high-risk areas, and expects this from its suppliers. Suppliers are to therefore also take appropriate measures to avoid the use of raw materials originating from conflict and risk areas and contributing to human rights violations, corruption, the financing of armed groups or similar negative impacts. Melting and refineries without adequate, audited due diligence processes are to be avoided.

2.2 Environmental responsibility

- Treatment and discharge of industrial wastewater

Wastewater from operations, manufacturing processes and sanitary systems are to be classified, monitored, checked and treated when needed before discharge or disposal. Measures are also to be introduced to reduce wastewater production. When discharging wastewater, all relevant legal standards and specifications are to be taken into account and complied with.

- Handling air emissions

General operational emissions (air and noise emissions) and greenhouse gas emissions are to be classified, routinely monitored, verified and treated as necessary before release. Suppliers are also required to monitor their emission control systems and to find economic solutions to minimise any emissions. All relevant legal standards and specifications are to be taken into account and complied with.

- Handling waste and hazardous substances

Suppliers are to take a systematic approach to identifying, handling, reducing and responsibly disposing of or recycling solid waste in accordance with legal regulations and requirements. Chemicals or other materials presenting a hazard when released into the environment are to be identified and handled in such a way as to ensure safe handling, transport, storage, use, recycling or reuse and disposal of such substances.

- Reducing consumption of raw materials and natural resources

The use and consumption of resources during production and the generation of waste of any kind, including water and energy, are to be reduced or avoided. This is to be done either directly at the point of origin or by means of procedures and measures, e.g. by changing production and maintenance processes or procedures in the company, by using alternative materials, by making savings, by recycling or by reusing materials.

- Handling energy consumption/efficiency

Energy consumption is to be monitored and documented. Economical solutions are to be found to improve energy efficiency and minimise energy consumption.

2.3 Ethical business conduct

- Fair competition

The standards of fair business, fair advertising and fair competition are to be observed. The relevant antitrust laws must also be applied, which in particular prohibit agreements and other activities that influence prices or conditions when dealing with competitors. These regulations also prohibit any agreements between customers and suppliers that restrict the freedom of customers to determine their own prices and other conditions when reselling.

- Confidentiality/data protection

Suppliers undertake to meet the reasonable expectations of their clients, suppliers, customers, consumers and employees with regard to the protection of private information. Suppliers must observe the laws on data protection and information security and the official regulations when collecting, storing, processing, transmitting and sharing personal information. They are to process personal data confidentially and responsibly. They are to respect the privacy of everyone and ensure that personal data is effectively protected and used only for legitimate purposes.

- Intellectual property

Intellectual property rights are to be respected; technology and know-how transfer must take place in such a way that intellectual property rights and customer information are protected.

- Integrity/bribery, accepting benefits

The highest standards of integrity are to be applied to all business activities. Suppliers are to have zero tolerance for any form of bribery, corruption, extortion or embezzlement. Procedures for monitoring and enforcing the standards are to be applied to ensure compliance with anti-corruption laws. No form of corruption or bribery is to be tolerated by suppliers. Any direct or indirect participation by suppliers in any form of corruption or bribery is therefore not permitted. In particular, suppliers must not offer, grant or promise any benefits to government officials or private sector counterparties in order to influence official actions or gain an unfair advantage.

- Export control and customs regulations

Suppliers are to comply with all applicable export control and customs regulations, in particular those of gun control laws and imposed embargoes.

3 Implementing requirements

We expect suppliers to identify risks within supply chains and take appropriate action. In the event of suspected violations, and to safeguard supply chains that have increased risks, the company requires disclosure of supply chains.

Compliance with the standards and regulations listed in this document is verified by the company using a self-assessment questionnaire and sustainability audits at the suppliers' production sites.

The company reserves the right to take appropriate measures against suppliers who do not meet these requirements, which may also lead to the suspension or termination of a supply relationship.

4 Confirmation and consent of the supplier

By signing this document, the supplier undertakes to act responsibly and comply with the principles/requirements listed here. The supplier confirms that the content of this Code of Conduct is effectively communicated to employees, agents, subcontractors and suppliers and assures that all necessary measures are properly implemented. The supplier is to make reasonable efforts to ensure that its own suppliers also comply with the basic principles of this Code of Conduct.

Signing of the compliance guideline by the supplier:

Supplier's name: _____

Address: _____

Name of signatory: _____

Function of the signatory: _____

Place, date

Signature