



S+S REGELTECHNIK GMBH | THURNUND-TAXIS-STR. 22 | 90411 NUREMBERG | GERMANY

Code of Conduct for Suppliers

Foreword

The collaboration with S+S Regeltechnik GmbH should run as smoothly as possible. We make it very clear to our business partners under which conditions we conduct our business. To this end, we have established a number of clear principles that we adhere to in all business situations and summarised them in our Code of Conduct.

These principles also play an important role in the relationship between S+S Regeltechnik GmbH and its suppliers and have been incorporated into our Code of Conduct for Suppliers.

Our suppliers (including their corporate bodies, employees, representatives and sales partners) must comply with all domestic and foreign legal provisions and avoid all actions that could render S+S Regeltechnik GmbH or any company associated with us in breach of applicable law or liable under applicable law. We furthermore expect our suppliers to comply with the following standards:

- **Social standards** – respecting human rights and ensuring decent working conditions for all employees
- **Environmental standards** – minimising the impact on the environment
- **Corporate governance standards** – application of strict ethical and moral business rules to comply with applicable law (compliance)

If required, S+S Regeltechnik GmbH is prepared to liaise with its suppliers to ensure that they comply with the above standards. S+S reserves the right to verify compliance with the Code of Conduct for Suppliers using the following methods: Supplier self-assessment, third-party verification, certificate verification and/or on-site inspections.

The Code of Conduct for Suppliers is an integral part of all agreements between S+S Regeltechnik GmbH, its suppliers and their customers. If a supplier fails to comply with any part of this Code of Conduct, they are expected to take immediate remedial action.

S+S Regeltechnik GmbH reserves the right to terminate its agreements with suppliers who are unable to demonstrate compliance with this Code of Conduct.



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Social Standards

Respect for human rights

We expect our suppliers to honour and support the UN Declaration of Human Rights and to make sure that they are not involved in human rights violations.

Health and safety in the workplace

Our suppliers must ensure the health and safety of their employees in the respective work place in accordance with applicable laws and regulations. All hazards and subsequent health risks to which employees are exposed must be duly assessed and the necessary safety measures taken. They must furthermore train their employees on an ongoing basis with regard to occupational health and safety regulations.

No child labour, slavery or forced labour

In line with the conventions of the International Labour Organization (ILO), our suppliers must not tolerate child labour, slavery or other forms of forced labour.

No discrimination or harassment

Our suppliers must treat all their employees with respect and dignity. No employee must be physically, mentally, sexually, verbally or otherwise harassed on the basis of gender, ethnicity, religion, age, family background or origin.

Explicit agreements on working hours and remuneration

The working hours set by our suppliers must comply with the applicable legislation. Employees must receive employment contracts in which their working hours and remuneration are explicitly defined. All remuneration must be paid immediately and in accordance with the applicable legislation.

Freedom of association and the right to collective bargaining

Our suppliers must respect the right of their employees to freedom of association and the right to collective bargaining in accordance with applicable laws and ILO conventions.

Environmental Standards

Environmental protection

We expect our suppliers to have developed and implemented a clear environmental policy and to comply with all applicable laws and environmental regulations in their operations.

Handling hazardous substances

When handling substances (materials, preparations and products) that are classified as environmentally hazardous, our suppliers must ensure that they are handled, transported, stored, recycled and/or disposed of safely.

Minimisation of resource usage, waste and emissions

Our suppliers must constantly endeavour to use resources consciously and responsibly and integrate this approach into their business and corporate management. All sources of waste and discharges into the air, water and soil must be minimised, clearly identified and monitored.



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Corporate Governance Standards

Antitrust law and trade rules

Our suppliers must comply with all applicable national and international antitrust laws and trade regulations. Adequate and necessary preventive measures must be taken.

Corruption and bribery

Our suppliers must take action against corruption and bribery and make sure that personal relationships do not affect business activities.

Money laundering

Our suppliers must refrain from all activities related to money laundering.

Conflicts of interest

Our suppliers must make sure that no conflicts of interest arise between them and S+S Regeltechnik GmbH or – should such conflicts be discovered – that they are eliminated and reported to S+S Regeltechnik GmbH.

We _____,
(Company Name)

hereby declare that we comply with the principles set out in this document.

(Place, Date)

(Signature)