

## Supplier Code of Conduct

The Dörken Group is committed to ecologically and socially responsible corporate governance. We expect the same behaviour from all our suppliers. We also expect our employees to observe the principles of ecological, social and ethical behaviour and to integrate them into our corporate culture. We also strive to continuously optimize our business activities and products in terms of sustainability and encourage our suppliers to contribute to this in the sense of a holistic approach.

This Code of Conduct describes the minimum requirements to ensure our standards.

### Social responsibility

- 👉 You agree to comply with all applicable laws and regulations on occupational health and safety.
- 👉 You agree to comply with applicable laws and industry-specific regulations regarding working hours, including overtime regulations.
- 👉 You have to remunerate your employees by applicable laws (e.g. payment of minimum wages) and guarantee the compensation of a living wage according to local living conditions.
- 👉 You respect the right of workers to freedom of association and collective bargaining within the limits of the law.
- 👉 You do not tolerate discrimination against or harassment of employees in any form.
- 👉 You fight against forced labour (this includes forced prison labour, modern slavery or human trafficking) and child labour.

### Ecological responsibility

- 👉 You have to comply with all applicable laws and regulations as well as internationally recognized standards for environmental protection.
- 👉 You follow the commitment of the continuous improvement of environmental protection and ensure this by using an appropriate environmental management system.
- 👉 You pay attention to the efficient use of resources, use environmentally friendly technologies and minimize any emissions to air, water and soil.
- 👉 You support us by providing the correct information in the form of safety data sheets, technical data sheets or information on carbon footprints etc.

## Business Ethics

- You agree to comply with all applicable trade laws and regulations, including, but not limited to, antitrust, trade control and sanctions rules.
- You respect the protection of internationally proclaimed human rights and promote their observance.
- You protect the confidential information of your employees or business partners from misuse and comply with applicable laws and regulations.
- You respect intellectual property rights. Technology and know-how transfer must be performed in such a manner that intellectual property rights and customer information are protected.
- You prohibit all forms of corruption, including extortion and bribery.

It is essential to us that the minimum standards mentioned above are adhered to in our supply chain. The Dörken Group reserves the right to verify this, e.g. by conducting audits at your company. Concerning suppliers who do not meet these requirements, the Dörken Group also reserves the right to take appropriate measures, which may lead to the suspension or termination of the business relationship.

The code is in line with the Code of Conduct applicable within the Dörken Group. Should you have any concerns about illegal behaviour or misconduct concerning this code, please contact our Compliance Officer R. Vossius, [rvossius@doerken.de](mailto:rvossius@doerken.de) or write an anonymous letter to him.