

General Conditions for Cooperation of Suppliers with Klaus Union GmbH & Co. KG and Klaus Union Service GmbH & Co. KG (KLAUS UNION)

KLAUS UNION 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 the corporate culture. Furthermore, we strive to continuously optimize our corporate activities in terms of sustainability and ask our suppliers to contribute in terms of a holistic approach.

The following requirements apply as the basis for all future deliveries and services. These requirements are based on the ten principles of the United Nations Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and, in particular, the Act on Corporate Due Diligence Obligations in Supply Chains applicable in Germany.

We also expect you, as our supplier, to implement these standards with your suppliers and subcontractors.

Social Responsibility

You ensure that remuneration for regular hours and overtime is in line with the national statutory minimum wage or industry minimum standards and that you provide your employees with all legally required benefits. Deductions from wages as a sanction are not permitted. You ensure that workers receive clear, detailed and regular written information about the specific elements of their pay.

You ensure the compensation of a livelihood income according to the local living conditions.

Furthermore, you ensure that working hours comply with applicable laws or industry standards, so that reasonable limits on working hours, working breaks as well as regular paid holidays are guaranteed.

You respect the right of employees to found and join organisations of their choice, as well as to bargain collectively and to strike, and to protect employees' representatives from discrimination.

Discrimination or unequal treatment of employees in any form is not acceptable. This applies, for example, to discrimination based on gender, race, national, ethnic or social origin, skin colour, disability, health status, political conviction, origin, ideology, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual shall be respected. You also consider these aspects when selecting your suppliers and subcontractors.

You are responsible for a safe and healthy working environment and take necessary precautionary measures against accidents and damage to health that may arise due to the activity by means of appropriate occupational safety systems.

You ensure that you respect internationally applicable UN human rights in your activities and you furthermore ensure that these are observed in your contractual relationships with a focus on combating forced labour that violates human rights.

In particular, all employees shall have the opportunity to terminate their contract of employment at any time within the statutory notice periods without incurring any adverse consequences. Furthermore, there shall be no unacceptable treatment of employees such as psychological hardship, sexual and personal harassment and humiliation.

Furthermore, you prohibit child labour violating human rights. This includes in particular that children's work shall not be exploitative or hazardous, prevent the child from attending school, or impair physical, mental, spiritual, moral or social development.

You ensure that all security forces for the protection of the company comply with the applicable laws and, above all, with UN human rights.

You also ensure that you do not supply any products that contain conflict minerals which directly or indirectly finance or benefit armed groups and cause human rights abuse as outlined in Annex II of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High Risk Countries (OECD DDG). We expect you to fulfill your due diligence on mineral supply chains.

Inform your employees appropriately on the details received from KLAUS UNION on how to reach us, who is responsible and how to carry out a grievance or whistleblowing procedure. A grievance or whistleblowing procedure must be accessible to employees while maintaining confidentiality of identity and effective protection against discrimination.

Ecological Responsibility

Ensure, as far as possible, that wastewater from operations, manufacturing processes and sanitation is typified, monitored and tested before discharge or disposal, and treated as required. In addition, take measures to reduce the amount of wastewater.

General emissions from operations (air and noise) and greenhouse gas emissions should also be typified, routinely monitored, tested and, if necessary, treated before release. You are also encouraged to find economic solutions to minimise any emissions.

You adopt a systematic approach to identify, manage, reduce and responsibly dispose of or recycle solid waste. Any bans on the export of hazardous waste shall be observed.

Chemicals or other materials that constitute a hazard if released into the environment shall be identified and handled in a manner ensuring safety during their handling, transport, storage, use, recycling or reuse and disposal.

The use and consumption of resources during production and the generation of waste of any kind, including water and energy, should be reduced or avoided as far as possible. You look for cost-effective solutions to improve energy efficiency and reduce energy consumption.

By implementing appropriate management systems, you ensure that product quality and safety comply with the applicable requirements.

You protect the lives and health of your employees and neighbours as well as the public against hazards that may emanate from your manufacturing processes and products.

You reduce your negative impact on biodiversity, climate change and water scarcity to protect people's livelihoods.

You prohibit unlawful eviction and unlawful taking of land, forests and waters.

Ethical Business Conduct

You comply with all applicable national and international trade laws and regulations, in particular, but not exclusively, the rules of antitrust law, trade control as well as sanctions regulations.

You prohibit bribery, corruption and money laundering. This includes prohibiting gifts to business and private persons or public officials that are intended to influence business decisions or otherwise encourage business partners to breach their legal or contractual fiduciary duties.

You respect the privacy and confidential information of all your employees and business partners and protect the data and intellectual property from misuse.

You implement an appropriate compliance management system that fosters compliance with applicable laws, regulations and standards and facilitates the reporting (if required anonymously) of information on violations.

You arrange training to provide your managers and employees with an appropriate level of knowledge and understanding of the contents of this Code of Conduct, applicable laws and regulations and recognised standards.

Implementation of Requirements

By signing in the box below, you acknowledge the above obligations and principles.

Alternatively, you can demonstrate your commitment to these principles by means of your own Code of Conduct or your own company policy or policy statement that incorporates these principles.

With regard to supply chains, KLAUS UNION expects its suppliers to assess any risks concerning previously mentioned requirements and to take appropriate measures.

KLAUS UNION reserves the right to conduct audits or assessments to ensure that you comply with laws, regulations and standards. Assessments may also be carried out on the basis of questionnaires which you as a supplier complete and submit with appropriate evidence.

KLAUS UNION will take appropriate action with regard to the business relationship if there is any cause for concern. KLAUS UNION further reserves the right to terminate any relationship if the international principles are violated, no action is taken to remedy such violations or if systematic violations are evident.

In case you have concerns about unlawful conduct or misconduct, please consult our whistleblower portal for further instructions:

<https://www.klaus-union.com/en/whistleblower-protection-act/>

Acknowledgement by the Supplier

We have received the general conditions for cooperation in the form of your Supplier Code of Conduct and hereby undertake to comply with them in addition to our other contractual obligations.

.....

Place, Date

Supplier's Signature

.....

Company Stamp

Name (typed), Function