

# BAUER Group

## - Code of Conduct for Suppliers -



### 1. Scope of application

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The following values are paramount to BAUER Group: appreciation, innovation, down to earth, responsibility, openness. Integrity forms the basis for all our actions. This also applies to the way we deal with our business partners who we also treat fairly and properly and whom we expect to act with integrity in return.

This Code of Conduct for Suppliers defines the principles and requirements for all natural persons and legal entities who directly sell or provide goods or services to BAUER Group, or do so via third parties, (hereinafter called "suppliers").

The suppliers must comply with the ethical and legal principles set out in this Code of Conduct for Suppliers. Suppliers shall also inform these requirements to their entire supply chains.

### 2. Ethics

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#### **Compliance with the law**

Suppliers shall comply with the national, foreign and international laws, regulations and ordinances, that apply to them, especially with the conventions of the International Labour Organization (ILO Conventions).

#### **Recognition of human rights**

We expect our suppliers to recognize and support the Universal Declaration of Human Rights of the United Nations and ensure that they do not get involved in any human rights violations.

#### **Anti-corruption and bribery regulation**

Suppliers shall not, in any form, actively provide or grant impermissible advantages (bribery, granting of undue advantages) nor request or accept such advantages (corruptibility, accepting undue advantages). The supplier shall comply with all applicable anti-money laundering laws and implement the measures required for preventing money laundering activities.

#### **Competition and antitrust law**

Suppliers support free and fair competition in the global market place. They shall comply with all relevant provisions of competition law and, in particular, refrain from engaging in negotiations and agreements that impermissibly restrict, limit or exclude competition.

#### **Export restrictions**

Suppliers shall comply with national and international customs laws as well as foreign trade, anti-terrorism and embargo regulations. Suppliers shall comply with the foreign and domestic trade restrictions and prohibitions for certain goods, technologies and services as well as applicable sanctions lists.

#### **Prevention of conflicts of interest**

Suppliers shall ensure that any conflict of interest that could have a negative effect on the business relationship is avoided and that any discovery of such is reported.

#### **Data protection and confidential information**

Suppliers shall not disclose confidential business documents and/or information and shall protect them against unauthorized access. Suppliers shall collect, process, store and use personal data within the scope of the applicable laws insofar as this is required for the business relationship or specific operating purposes. Both data security and data protection shall be paramount to suppliers.

### 3. Social standards and working conditions

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#### **No child and forced labor**

Suppliers shall not perform nor tolerate any child labour, forced, slavery or modern slavery similar practices or other form of involuntary labor in accordance with the ILO conventions. Suppliers shall especially not engage in nor tolerate any forms of child trafficking and human trafficking, nor the worst types of child labour in accordance with the ILO Conventions.

#### **No discrimination or harassment**

Suppliers shall encourage their employees to treat each other with respect and prohibit any form of discrimination on the grounds of origin, gender, sexual identity, religion, physical disability, health status, political orientation and position in the company. The personal dignity, privacy and personality rights of each and every individual shall be respected. Employees shall not be subjected to any form of corporal punishment nor be physically, sexually, psychologically or verbally harassed or mistreated.

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### **Fair working conditions**

Suppliers shall pay adequate remuneration that does not fall below the respective applicable and/or legally specified national minimum wage. Suppliers' employees shall not be obliged to regularly work more than 48 hours per week or 60 hours per week at maximum in total, except if this becomes necessary due to the nature of the business or project conducted by the employer ("Accepted Exceptions") or national regulations stipulate a lower number of weekly working hours. All employees have the right to at least one day off after six consecutive working days, save in a case of an Accepted Exception and in accordance with the applicable laws.

### **Freedom of association and collective bargaining**

Our suppliers shall respect the rights of their employees to freedom of association and collective bargaining within the scope of the respective applicable laws and ILO Conventions.

## **4. Occupational health and safety and the environment**

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### **Occupational health and safety**

Our suppliers shall ensure that all of their employees are covered by occupational safety in the workplace in compliance with applicable laws and regulations. All hazards and resulting health risks to which employees are exposed shall be adequately assessed and the required protective measures implemented. Employees shall also receive continuous instructions on general health and safety regulations. Suppliers shall not tolerate handlings of security staff that practice torture or impair the right of free association.

### **Environmental protection**

Suppliers shall comply with the environmental regulations and standards pertaining to their operations. Pollution shall be minimized and environmental protection improved continuously. Illegal forced evictions shall not be performed nor tolerated. An adequate environmental management system in accordance with ISO 14001 or similar system shall be developed or applied.

### **Sustainable activities**

Suppliers shall attempt to reduce negative effects on the environment by carefully using resources, reducing their energy consumption and implementing other measures. Suppliers shall not perform any illegal harmful soil changes, air and water pollution that impair health or food production.

## **5. Prevention and remediation measures**

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Upon Bauer's request the Supplier shall provide information and evidence about Supplier's compliance with this Code of Conduct, and/or related auditing shall be performed by or through Bauer.

The breach by the Supplier of the duties herein established shall be immediately ceased. In case the breach cannot be ceased immediately, a concept plan to its minimization and termination shall be prepared by the Supplier within three months of Bauer notification, and shall be implemented.

The essential breach by the Supplier of the duties herein established shall be deemed a breach of essential contractual obligations. Such gives Bauer the right to suspend the business relations until the breach is solved. The business relation may be terminated if the breach is not solved within a reasonable period, to be notified by Bauer, upon Bauer knowledge of the breach.