

CODE OF CONDUCT FOR SUPPLIERS OF THE HEBIE GROUP

This Code of Conduct outlines the requirements that we, the Hebie Group, expect our suppliers to fulfil, and the principles of which our suppliers must commit to uphold. The Hebie Group reserves the right to review and evaluate these principles within the context of supplier audits. The requirements are subject to modification and supplementation by the Hebie Group.

The supplier hereby commits to

- uphold the fundamental rights of employees,
- observe and uphold internationally recognised human rights,
- comply with the laws, orders and regulations of the respectively applicable legal systems,
- prevent any kind of corruption, extortion or bribery,
- refrain from the use of child or slave labour,
- protect the health and safety of their employees,
- comply with and actively support the official environmental regulations,
- comply with import and export regulations,
- protect the confidential data and intellectual property of the Hebie Group,
- ensure product safety in accordance with the current state of technology, and
- vehemently oppose any form of discrimination.

Supplier's promise

- We promise to uphold the above-listed commitments within the Code of Conduct of the Hebie Group at all times.
- We consent to being reviewed within the context of a supplier audit.
- We will also pass these requirements on to our own suppliers, request their compliance, and conduct checks to ensure that the requirements are upheld by any upstream entities as well.

Employee function

Signature, company stamp