

Code of Conduct for Suppliers

REY 907



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F. REYHER Nchfg. GmbH & Co. KG

Code of Conduct for Suppliers

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1. Introduction

Sustainability plays a decisive role in REYHER's strategy. We support the aims of the supply chain law with regard to human rights, working standards, environment and climate, as well as preventing corruption. We also expect our business partners to comply with these standards, facilitating responsible action along our entire value-added chain.

Moreover, our business partners are required to comply with the basic principles of the International Labour Organisation - ILO, the UN Guiding Principles on Human Rights as well as valid national and local laws and regulations.

2. Respecting employees' basic human rights

2.1 Employment of persons in forced labour

We do not tolerate any slavery, bondage, forced labour or human trafficking in our supply chain. This applies equally to acceptance of debt or contractual bondage. This applies to the performance of any task or service demanded of a person under threat of punishment, unless they have volunteered to do so. (Applicable law: ILO Conventions 29, 105 and the International Pact on Civil and Political Rights)

2.2 Prohibition of child labour

We repudiate child labour in our supply chain. Our suppliers have to prevent any kind of child labour in their company. The definition of child labour is as set out in ILO Conventions 138 and 182. Where a local law prescribes a higher legal minimum age for employment, or a later school-leaving age, the higher age applies.

2.3 Working hours, wages and benefits

It is our suppliers' duty to comply with applicable laws and the ILO Standards and rules on working time.

We expect our suppliers to pay their employees a fair, competitive wage and other benefits. They also advocate equal pay for equal work.

Appropriate pay is measured according to local employment standards. It complies at least with the minimum wage under applicable law, ensuring that the employee's and family's life support costs are covered. This also includes contributions to social security in that country.

2.4 Freedom of association and collective bargaining

Our suppliers have to cultivate open, constructive communication with their employees and their workers' representatives. They are to support freedom of association and those for collective bargaining in conformity with valid laws.

The employees, who become active as employees' representatives, may not be disadvantaged, so that they can fulfil their tasks without anxiety, repression or feeling discriminated against.

2.5 No discrimination / Equal treatment

No discrimination for all employees has to be a fundamental principle of our supplier's corporate policy. They ensure that their employees can go about their tasks with respect, free of harassment or abuse of any kind, without hard or inhuman treatment and free of unlawful practices or discrimination.

2.6 Health and safety

Our suppliers have to adequately protect their employees from hazards. Physically demanding tasks and conditions at the workplace as well as risks arising from the use of infrastructure at the workplace are to be managed in such a fashion that the employee is not exposed to danger. Suppliers have to ensure appropriate control mechanisms, secure work processes, adequate maintenance and necessary technical protection measures to reduce health and safety risks at the workplace, avoiding accidents and occupational diseases. Additionally, suppliers have to supply their employees with suitable protective clothing. Workplace-related health and safety briefings are to be held at regular intervals.

3. Environment protection

We expect our suppliers to act in accordance with valid legal and international environment standards, to minimize environmental impact and continually improve environment protection. The duties emanating from the Stockholm Convention are to be observed.

3.1 Natural resources and climate protection

Our suppliers use the necessary resources – water, energy sources, raw materials – efficiently, reducing their consumption continually. This should result in the impact on the environment and climate caused by the supplier, or within the supplier's supply chain to be steadily reduced. To achieve this, our suppliers should actively support the development and application of environment/climate friendlier products, processes and technologies, achieving ongoing ecological improvements.

3.2 Waste and emissions

Our suppliers have to safeguard safety and compliance with the regulations when handling, storing, transporting, disposal, recycling and re-use of waste, exhaust gases and waste water. They protect the lives and health of their employees and the general public from hazards, which may be caused by production processes and/or products. Tasks that may have a negative impact on human health or the environment are to be handled, measured and checked in an appropriate fashion. The release of hazardous substances is to be minimized or even be prevented.

4. Business Ethics

4.1 Legal and other requirements

Our suppliers have to know and comply with all applicable international, national and local laws and regulations, contractual agreements and internationally recognized standards. We act responsibly complying with legal requirements and governmental regulations. This is what we also expect from our suppliers.

4.2 Notification of sustainability principles in the supply chain

Our suppliers have to implement the sustainability principles set out in this code of conduct in their upstream supply chain too. They should develop, implement, apply and maintain management systems and control mechanisms in connection with the content of this Code of Conduct for Suppliers. Moreover, they have documentary evidence available to be able to prove compliance with the principles of this code of conduct.

4.3 Prohibition of corruption and bribery

Corruption, extortion, embezzlement, breach of trust, bribery and money laundering must be forbidden in any form whatsoever and may neither be practised nor tolerated.

4.4 Conflict minerals

We expect our suppliers to source minerals responsibly. They have to take the necessary steps to identify and evaluate risks in their supply chain. Furthermore, our suppliers are responsible for ensuring that no conflict minerals are supplied to us.

4.5 Export controls

As a global, worldwide operating company, export control requirements, embargo regulations and limitations in the free movement of goods have highest priority for us. The legal and subsequent internal measures are regulated in our export control system. Compliance with the control programme is essential to protect our company and our worldwide activities. Therefore, we expect our suppliers to comply conscientiously with the export trade regulations in force. Furthermore, it is a precondition for us that as soon as goods are transported or traded, services or other technologies/software are made available, these are checked against the regulations in the EU & US sanctions lists.

A further precondition is the appropriate product-related export control classification, data on the country of origin, HS code / Customs tariff number and support regarding the supply chain programme.

4.6 Reporting system

Employees and business partners must have the opportunity of reporting their concerns or illegal activities without fear of reprisal. When an issue is reported that also involves REYHER as a partner of the supplier, the supplier is to inform REYHER immediately.

Compliance-related issues may be sent by email to: integrity.line@reyher.de or 'highly confidentially' by post to: „Streng Vertraulich“, F. Reyher Nchfg. GmbH & Co. KG, z.Hd. Integrity Line, Haferweg 1, 22769 Hamburg, Germany

5. Acknowledgement

Herewith, we confirm the receipt and compliance with the attached Code of Conduct for Suppliers REY 907.

We commit ourselves to complying with the following provisions in accordance with this Code of Conduct:

- Employees' human rights
 - o No employment of individuals in forced labour
 - o No employment of child labour
 - o Fair conditions of employment (working hours, wages, benefits)
 - o Freedom of association and collective bargaining
 - o No discrimination / Equal treatment
 - o Health and safety
- Environment protection / regulations
- Compliance with national and local laws
- Prohibition of corruption and bribery
- No sale of conflict minerals
- Compliance with export control regulations
- Implementation of the Code of Conduct in the supply chain

Company:

Contact person:

Street:

Place:

Tel:

Fax:

Place/Date

Legally-binding signatory