

Code of Conduct for business partners

1. Introduction

Brasseler GmbH & Co KG and its affiliated companies are committed to compliance with all relevant laws and regulations, observance of human rights and ecologically and socially responsible corporate governance. Our employees observe the principles of social, ecological and ethical behavior, which are an integral part of our corporate culture. We strive to improve our business activities and our products and services in a sustainable manner. Our business partners can make a significant contribution to this. We expect our business partners to unconditionally respect human rights and to commit to ecological and social responsibility. This also includes compliance with these principles along their own supply chain.

The following Code of Conduct is the foundation of the cooperation with our business partners. As our business partner, you undertake to comply with the principles and requirements of this Code of Conduct and to ensure that these standards are also observed by subcontractors.

The provisions of this Code of Conduct are based on national laws and regulations as well as international regulations and conventions, including the United Nations Declaration of Human Rights, the Convention on the Rights of the Child and Business Conduct, the United Nations Guiding Principles on Business and Human Rights and the international labor standards of the International Labor Organization.

2. Requirements for business partners

We expect our business partners to comply with the following principles both in their own business area and within the business partner's supply chain (direct and indirect suppliers).

Business partners are obliged to inform us if their business activities have a negative impact on human rights and environmental issues that affect the provision of services for us.

In addition to complying with the specific requirements set out in this Business Partner Code of Conduct, the business partner must refrain from doing anything that could lead to a similarly serious infringement of protected legal positions.

2.1 Compliance with legal provisions

The business partner undertakes to comply with all applicable legal provisions and other requirements.

2.2 Social responsibility

2.2.1 No forced labor

All work must be performed on the employee's own free will, and employees must be able to terminate their work or employment relationship at any time. Any form of forced labor, slave labor or comparable work is prohibited. Furthermore, there must be no unacceptable treatment of employees, e.g. corporal punishment, psychological hardship, sexual or personal harassment. No security services/security forces may be deployed if this restricts the life, limb and freedom of association of employees.

2.2.2 Ban on child labor

Child labor may not be used in any phase of the service provision. The business partner is obliged to comply with the recommendations of the ILO conventions on the minimum age for the employment of children. According to these guidelines, the age should not be less than the age at which compulsory education ends and in any case not less than 15 years. The rights of young employees must be protected, in particular by complying with the special protective regulations issued for their protection in the respective country.

2.2.3 Fair remuneration

The remuneration for regular working hours and overtime must correspond to the national statutory minimum wage or the minimum standards customary in the industry, whichever is higher. If the remuneration is not sufficient to cover the normal cost of living in the respective country of employment and to build up a minimum level of reserves, the business partner is obliged to increase the remuneration accordingly. Employees must be granted all legally prescribed benefits. Deductions from wages as a punitive measure are not permitted. The business partner must ensure that employees receive clear, detailed and regular written information on the composition of their remuneration.

2.2.4 Fair working hours

Working hours must comply with the applicable laws or industry standards. Overtime is only permitted if it complies with statutory or collectively agreed regulations. Days off must be granted in accordance with the relevant statutory or collectively agreed regulations, and the weekly working hours may not exceed the maximum limit stipulated by law or collective agreement.

2.2.5 Freedom of association

The business partner respects the right of employees to freedom of association, to join trade unions, to appeal to workers' representatives or to become members of works councils in accordance with the locally applicable legal provisions.

2.2.6 Prohibition of discrimination

Discrimination against employees in any form is prohibited. This includes in particular the prohibition of discrimination on the grounds of gender, racial or ethnic origin, caste, skin color, disability, political conviction, origin, religion, age, pregnancy or sexual orientation. The dignity, privacy and personal rights of each individual are fully respected.

2.2.7 Occupational safety and health

The business partner is responsible for creating a safe and healthy working environment for his employees. By establishing and applying appropriate occupational safety systems, necessary precautionary measures are taken to prevent accidents and damage to health that may occur due to the performance of the professional activities. In addition, employees are regularly informed about applicable health and safety standards and measures and receive appropriate training. Employees are provided with access to sufficient quantities of drinking water and access to clean sanitary facilities.

2.2.8 Complaint mechanisms

The business partner undertakes to set up an effective complaint mechanism. Justified complaints must not lead to negative consequences for the complainants.

2.2.9 Dealing with conflict minerals

For the conflict minerals tin, tungsten, tantalum and gold, as well as for other raw materials such as cobalt, the business partner shall establish processes in accordance with the due diligence guidelines of the Organization for Economic Co-operation and Development (OECD) in order to promote responsible supply chains for minerals from conflict-affected and high-risk areas and shall expect the same from his suppliers. Smelting and refining without appropriate, audited due diligence processes must be avoided.

2.3 Ecological responsibility

Ecological responsibility has a high priority. Business partners are aware of and comply with international agreements such as the Minamata Convention on Mercury, the Convention on Persistent Organic Pollutants (PoPs) and the Basel

Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal.

2.3.1 Waste water and air emissions

Waste water from operational procedures and production processes must be typified, monitored, checked and, if necessary, treated prior to discharge, disposal or release. In addition, measures are introduced to reduce the generation of wastewater and emissions.

2.3.2 Raw materials and natural resources

The use and consumption of resources during the provision of services and the generation of waste of any kind, including water and energy, must be reduced or avoided. This can be done directly at the point of origin or through compensation measures. Processes and measures are possible, e.g. by altering production and maintenance processes or other workflows, by using alternative materials, by economizing, by recycling or by using reusable materials.

2.3.3 Energy

Energy consumption must be monitored and documented. Economic solutions must be found to improve energy efficiency and minimize energy consumption, including the use of renewable energies.

2.4 Ethical business conduct

2.4.1 Special responsibility of market participants in the healthcare sector

Market participants in the healthcare sector have a special responsibility; the high benefit of products and services as well as patient safety are essential elements in this market environment. Decisions made by healthcare professionals when treating patients must be based solely on the well-being and interests of the patient. Extraneous considerations and incentives must not be allowed to influence treatment decisions. Our business partners are therefore obliged not to offer any extraneous incentives in the context of business contact with healthcare professionals that could have an impact on possible treatment decisions. The respective national legal regulations on cooperation with healthcare professionals must be observed; only those actions and incentives are permitted that are not prohibited by national regulations.

2.4.2 Fair competition

The principles of fair competition must be observed in the course of business activities. This includes compliance with the relevant competition and antitrust

regulations. Anti-competitive agreements and arrangements with competitors, suppliers, customers or other third parties and the abuse of a dominant market position are prohibited. The business partner shall ensure that no information that is sensitive under competition law is exchanged in an unauthorized manner.

2.4.3 Confidentiality and data protection

The exchange and handling of sensitive information is an integral part of any cooperation between business partners. The business partner undertakes to protect confidential information to an appropriate extent and at least in accordance with the relevant statutory regulations. This obligation relates both to the protection of personal data and to the protection of business secrets of the business partner's contractual partners with whom the business partner comes into contact in the course of his activities. In particular, confidential and personal information must be protected in such a way that no unauthorized access is possible and that it is only processed in accordance with its intended purpose.

2.4.4 Corruption

The highest standards of integrity must be applied to all business activities. The business partner must consistently comply with and enforce the prohibition of all forms of bribery, corruption, extortion and embezzlement. Appropriate procedures for monitoring and enforcing legal regulations must be applied to ensure compliance.

3. Implementation of the requirements

The business partner shall identify risks in relation to the aforementioned requirements at his own premises and in his own supply chain and take appropriate measures to minimize these risks.

The business partner verifies compliance with the requirements listed in this document by means of a self-assessment questionnaire, which is made available to the business partner and must be completed in full and submitted within the deadline specified in this context. This may be waived if relevant and recognized certifications on CSR issues are available and can be verified. In the event of violations of the Code of Conduct, the business partner agrees that we may carry out or arrange for audits to be carried out at the place of operation with regard to remedial measures for violations.

If business partners do not meet the above requirements, we are entitled to take appropriate measures, which may ultimately lead to a suspension or termination of the contractual relationship.

Business partners are obliged to set up internal reporting systems so that employees and third parties can report concerns with regard to compliance with laws, social standards, the

environment and ethics. If reports may have an impact on Gebr. Brasseler, the business partner must inform Gebr. Brasseler immediately.

To report incidents, suggestions or complaints, please get in touch with your direct contact person or contact: esg.brasseler@brandi.net

4. Awareness and consent of the business partner

By signing this document, the business partner undertakes to comply with the requirements and principles contained herein and to integrate them into his business processes.

The business partner confirms that the requirements and principles contained herein are effectively communicated to employees, agents, subcontractors and suppliers and declares that compliance with them is ensured.