

Code of Conduct for Business Partners

01/2024

1. PREAMBLE

Josef Blässinger GmbH + Co. KG, Blässinger GmbH and René Baer AG (referred to hereinafter as "BLÄSSINGER GROUP company/ies" or simply "BLÄSSINGER GROUP") are committed to their social and environmental responsibility within the scope of their global corporate activities and hold their global business dealings to high ethical standards.

To this end, BLÄSSINGER GROUP has issued its own Code of Conduct, which sets out their expectations.

BLÄSSINGER GROUP will do its utmost to combine the contents of its Code of Conduct within the framework of sustainable corporate development with medium- and long-term strategic goals and planning, as well as with day-to-day corporate decision-making.

BLÄSSINGER GROUP believes that long-term success can be ensured only through socially and environmentally responsible and ethically irreproachable action.

This Code of Conduct for Business Partners summarises the values and principles of BLÄSSINGER GROUP that BLÄSSINGER GROUP also expects of business partners that supply goods or provide services for a BLÄSSINGER GROUP company. The key cornerstones of this Code of Conduct for Business Partners are the social and environmental responsibility for both humans and the environment, as well as ethically irreproachable conduct. After all, BLÄSSINGER GROUP sees this, along with open and fair global trade, as a crucial prerequisite for sustainable growth.

BLÄSSINGER GROUP expects its business partners to commit to social and environmental responsibility and for their business dealings to be ethically irreproachable. Therefore, BLÄSSINGER GROUP expects its business partners to commit to comply with and implement this Code of Conduct for Business Partners.

BLÄSSINGER GROUP values its business partners and is confident that values and principles like those set forth in this Code of Conduct of BLÄSSINGER GROUP for Business Partners provide the ideal foundation for successful business dealings. Furthermore, BLÄSSINGER GROUP expects its business partners to require their suppliers and subcontractors in a similar manner and to a similar degree to observe the values and principles set forth herein and to review and monitor compliance with these values and principles regularly and on an ad hoc basis.

2. REQUIREMENTS OF BUSINESS PARTNERS

BLÄSSINGER GROUP has defined the following values and principles for its cooperation with business partners:

2.1. Social Responsibility (Respect for Human Rights and Fair Working Conditions)

Respect for human rights and complying with fair working conditions are integral component parts of the corporate responsibility of the business partners of BLÄSSINGER GROUP.

The business partner explicitly commits to comply with the "UN Guidelines on Business and Human Rights", the ten principles of the "UN Global Compact" and the internationally acknowledged core labour standards of the International Labour Organization (ILO). This also applies even if the following points do not specifically make reference to these rules, in particular to the core labour standards of the International Labour Organization (ILO).

BLÄSSINGER GROUP expects its business partners to comply with these rules at all times and without restriction and to avoid causing or being involved in any and all human rights violations and breaches of fair working conditions. The business partner commits to this vis-à-vis the BLÄSSINGER GROUP companies for which it provides services.

2.1.1. Prohibition of Child Labour

The business partner does not at any time employ children. This means that the business partner does not employ any children who, pursuant to the laws of the place of employment, are subject to compulsory school attendance or are below the age of 15 years old. This does not apply if the laws of the place of employment deviate from this in compliance with Convention 138 of the International Labour Organization (ILO) of 1973 on the Minimum Age for Admission to Employment. In addition, the business partner complies with Convention 182 of the International Labour Organization (ILO) of 1999 on Immediate and Effective Measures to Secure the Prohibition and Elimination of the Worst Forms of Child Labour.

2.1.2. Prohibition of Forced Labour

The business partner denounces any form of forced labour, slave labour or comparable work. All labour is voluntary and free from threat of punishment. Employees are free to end their employment and their work observing the applicable statutory notice periods in the place of employment. Inacceptable treatment of employees, such as physical hardship, sexual or personal abuse or degradation is prohibited (Cf. e. g. Convention 105 der International Labour Organization (ILO) of 1957 on the Prohibition of Forced Labour and Convention 29 of the International Labour Organization (ILO) of 1930 on forced or compulsory labour).

2.1.3. Prohibition of Discrimination and Respect for Workers

The business partner observes the principle of equal opportunities and condemns discrimination and exclusion and supports integration and tolerance not only among its employees, but also between and with executive staff. Discrimination of employees based on gender, skin colour, disability, ethnicity, religion, age or sexual orientation or similar is not permitted. Discriminatory treatment specifically includes the payment of different wages for the same work (Cf. e.g. Convention 100 of the International Labour Organization (ILO) of 1951 on Equal Remuneration for Men and Women Workers for Work of Equal Value of 1951 and Convention 111 of the International Labour Organization (ILO) of 1958 on Discrimination in Employment and Occupation). Dealings between the employees and the company management are based on mutual respect, understanding and reciprocal trust in the interests of the attainment of the joint corporate objectives.

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2.1.4. Fair Working Conditions (Wages and Working Hours)

The business partner pays all employees an appropriate salary based on the wage agreement for the work concerned applicable at the place of work, but at least the applicable statutory minimum wage at the place of employment. If there is neither a wage agreement nor any statutory minimum wage, the business partner will pay its employees such that their salary allows them to cover the basic costs of living (Cf. Convention 131 of the International Labour Organization (ILO) of 1970 on Minimum Wage Fixing, taking particular account of developing countries). There is not permitted to be any delay to salary payments. Other benefits (social security contributions and similar) also comply with the basic principle of fairness and comply at least with the applicable national statutory rules or the standard of the national economic sectors/industries. Furthermore, BLÄSSINGER GROUP shall ensure compliance with the applicable national rules on working hours, overtime, breaks and regular paid holidays, as well as leaves of absence. For instance, working hours including overtime are not permitted to exceed the statutory rules and/or provisions of wage agreements at the place of employment.

2.1.5. Workplace Health and Safety

Workplace health and safety are also afforded the highest priority. The business partner ensures that the requirements of the laws, regulations and other legal provisions on workplace health and safety applicable in the place of employment observed are at all times and without limitation, in particular that the workplaces, work processes and general work environment comply with the statutory requirements. In addition, the business partner will take all necessary measures to avoid accidents and health issues. The business partner regularly educates and trains its employees on the applicable health and safety rules (Cf. Convention 155 of International Labour Organization (ILO) on Occupational Safety and Health of 1981 and Convention 187 of the International Labour Organization (ILO) on the Promotional Framework for Occupational Safety and Work of 2006). The business partner pays special attention to groups that are particularly worthy of protection, such as young people, pregnant women and those with an incapacity.

2.1.6. Freedom of Association / Right to Collective Bargaining

The business partner grants its employees the right to set up associations or organisations at their own discretion with the aim of promoting and protecting the interests of the employees, to join and to act on behalf of the same. Employees may not suffer any disadvantage as a result of the exercise of these rights. The business partner accepts the results of collective bargaining carried out on the basis of national rules that affect them (Cf. Convention 87 of the International Labour Organisation (ILO) on Freedom of Association and the Right to Organise Convention of 1948 and Convention 98 of the International Labour Organization (ILO) on the Right to Organise and Collective Bargaining of 1949).

2.1.7. Qualification of Workers

The existing skills and knowledge of the employees are of outstanding importance for safeguarding the future of the business partner at all sites across the globe. Therefore, the business partner supports and promotes measures to qualify the employees that are suitable for expanding and deepening the key professional and expert knowledge required for the work in question. Further education and training will be of particular importance to future development.

2.1.8. Destruction of Natural Habitats, Illegal Land Grabs

The business partner observes the prohibition on causing any detrimental soil changes, water pollution, air pollution, harmful sound pollution or excessive water consumption that significantly impedes the natural resources for the maintenance and production of food, that prevents access to clean water, that impedes or destroys access to sanitary facilities or causes health risks. The business partner also observes the prohibition on illegal forced clearance and illegal seizure of land, forest and waterways when acquiring, building on or otherwise using land, forests and waterways upon which people rely for their livelihood.

2.1.9. Use of Security Forces

When commissioning private or public security forces to protect their premises, the business partner must ensure that the security services are appropriately trained and supervised to ensure that during their work they comply at all times with the prohibition on the use of torture, cruel, inhumane or degrading treatment, that they do not cause damage to life or limb, and that they do not restrict the right of association and the right to organise and bargain collectively.

2.2. Environmental Responsibility

BLÄSSINGER GROUP expects the business partner at all times and without restriction to comply with all applicable laws, legal regulations and other legal rules on environmental protection and orders issued by the environmental protection authorities. The business partner commits to this in respect of the BLÄSSINGER GROUP companies for which it provides services.

2.2.1. Sustainability and Environmental Protection

Environmental protection and improving the living and environmental conditions are key corporate goals of the business partner. The business partner's products and services are oriented towards the goal of environmental compatibility and sustainability. To achieve and comply with the applicable international, European, and national environmental rules in practice, the business partner works closely with the competent local authorities.

2.2.2. Use of Resources

In all of their activities, employees of the business partner are jointly responsible for the reduction of waste as well as for the reduction of energy use and water consumption.

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2.3. Ethical Business Dealings

BLÄSSINGER GROUP furthermore expects the business partner at all times and without restriction to comply with all applicable laws, regulations and other legal rules. The business partner commits to do so in respect of all BLÄSSINGER GROUP companies for which it provides services.

2.3.1. Integrity, Trust and Cooperation

The business dealings of the business partner are consistent with the values and principles of the BLÄSSINGER GROUP. The employees of the business partner maintain integrity in their dealings with BLÄSSINGER GROUP as well as with other business partners and expect integrity of their business partners throughout the entire supply chain. The business partner and its employees are a fair and reliable partner. Transparency and trust form the basis for successful cooperation with all business partners.

2.3.2. IT Security and Digitalisation, Data Protection

The business partner upholds the highest possible standard of IT security and prioritises the highest levels of security for all digital solutions. The business partner affords information and cyber security the highest priority. Specifically, the business partner protects all data relating to BLÄSSINGER GROUP (data on order processes and goods, personal information of the employees of BLÄSSINGER GROUP, BLÄSSINGER GROUP itself, etc.) by means of technical and organisational security measures to the best of its ability and in line with the applicable legal rules against unauthorized access, alteration, destruction and other misuse. To this end, the business partner will, among other things, make the data available only to those employees who require such information in order to implement a contract with a BLÄSSINGER GROUP company.

Furthermore, the business partner processes personal information (name and contact details of the contact person in each case) solely insofar as this is necessary for the implementation of the contract with a BLÄSSINGER GROUP company and shall delete personal information without delay as soon as the processing, storage or similar is no longer necessary and shall otherwise comply with the statutory provisions on data protection. This does not affect any statutory storage requirements.

2.3.3. Fair Competition

The business partner and its employees observe and comply with all national and international competition and antitrust laws, legal regulations and other legal rules. This includes all practices and behaviours that could result in a restraint of competition.

2.3.4. Tackling Corruption and Money Laundering

The business partner refrains from any and all forms of corruption, extortion, embezzlement or bribery and will not at any time become involved with the same. In particular, the business partner undertakes that there will be no prospect, promise, grant or acceptance of advantages in any form whatsoever with the purpose of exerting influence. Invitations and gifts are permis-

sible only if the occasion and form are appropriate, such as if they are made in the course of customary business hospitality or politeness and are of low value. In addition, the business partner must comply with all applicable rules to tackle money laundering and will not participate in any way in such activities.

2.3.5. Trade Sanctions, Export Controls and Customs

The business partner complies with all foreign trade, export control and customs rules applicable in the countries in which it does business and supports the BLÄSSINGER GROUP companies in complying with the foreign trade, export control and customs rules relating to the services that the business partner provides for BLÄSSINGER GROUP. In particular, the import and export into or out of countries on international sanction lists (e. g. European Union Consolidated Financial Sanctions List) is prohibited.

2.3.6. REACH, RoHS and Conflict Minerals

If the business partner supplies goods that are governed by Regulation (EC) No 1907/2006 (REACH) or Directive 2011/65/EU on the Restriction of Hazardous Substances (RoHS), the business partner will ensure that the applicable laws and other legal provisions are complied with. On request, the business partner will immediately provide complete documentation (country of origin/certificates/data sheets) with the goods to be delivered to a BLÄSSINGER GROUP company. Furthermore, the business partner will ensure that for the manufacture of the goods to be supplied to a BLÄSSINGER GROUP company no conflict minerals, that is minerals with respect to which there is a suspicion that the proceeds of their extraction are used to finance armed groups or conflicts, in particular tantalum, tin, tungsten, and their derivatives as well as gold from the Democratic Republic of Congo (DRC) or its neighbouring states, have been used. The business partner ensures the use of conflict-free minerals by itself using only minerals sourced from verifiably certified smelting operations and procures from its suppliers only goods that verifiably do not contain conflict minerals. At the request of a BLÄSSINGER GROUP company to which it supplies goods, the business partner will demonstrate immediately by means of suitable documentation that the goods to be supplied contain only conflict-free minerals, i. e. minerals from certified smelting operations.

3. MEASURES FOR COMPLIANCE WITH AND IMPLEMENTATION OF THE REQUIREMENTS

BLÄSSINGER GROUP expects its business partners to take appropriate measures to comply with and implement the values and principles set out in this Code of Conduct for Business Partners. The business partner commits to this vis-a-vis the BLÄSSINGER GROUP companies for which it provides services. The following obligations of the business partner and rights of the respective BLÄSSINGER GROUP company apply in particular in the event of a legitimate interest of the BLÄSSINGER GROUP company concerned even after the service has been provided.

3.1. Training

To ensure that the business partner complies with the values and principles of this Code of Conduct in particular in connection

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with its performance of services for a BLÄSSINGER GROUP company, the business partner will on request by a BLÄSSINGER GROUP company for which it provides services, participate to a reasonable extent in training relating to the values and principles set out in this Code of Conduct for Business Partners.

3.2. Involvement of Suppliers and Sub-Contractors

The business partner ensures that its suppliers and subcontractors commissioned in connection with the provision of its services for a BLÄSSINGER GROUP company, also comply with the values and principles of this Code of Conduct for Business Partners, in particular that they comply with the applicable national laws in respect of safety, minimum wage as well as the maximum number of working hours and fair working conditions, as well as fair wage payment and comply with the prohibition of child labour and forced labour. To this end, the business partner will require the relevant suppliers and sub-contractors in a similar manner and with comparable scope to commit to the values and principles set out herein and review and will at regular intervals and on an ad hoc basis monitor compliance by the suppliers and subcontractors as appropriate.

3.3. Control Rights

Each company in the BLÄSSINGER GROUP for which the business partner provides services has the right to review compliance with the values and principles in this Code of Conduct for Business Partners by the business partner in connection with their service for the respective BLÄSSINGER GROUP company, for example by inspecting the relevant documents and/or by on-site visits. To this end, the business partner will at their request allow the BLÄSSINGER GROUP companies to inspect the documents relevant for the review, if necessary, also by submitting these documents. In addition, the business partner grants the BLÄSSINGER GROUP companies concerned the information necessary for the review and to the extent necessary provides access to production sites, business premises and other premises during standard business hours. The BLÄSSINGER GROUP companies concerned will provide reasonable advance warning of any site visits. In the event of a suspected breach of the values and principles of this Code of Conduct in connection with the performance of services for a company in the BLÄSSINGER GROUP, the relevant BLÄSSINGER GROUP company is also entitled to carry out site visits unannounced. When exercising its control rights, the BLÄSSINGER GROUP will keep disruptions to production and business processes to a minimum and to a reasonable extent give due consideration to the business secrets of the business partner and maintain statutory data secrecy requirements. It is permitted to have its control rights exercised through a third party, whereby the third party must be required by contract or by virtue of their profession to maintain secrecy.

3.4. Information

The business partner will inform the BLÄSSINGER GROUP companies for which it provides services without delay and in writing, in the event of any breach of the values or principles

of this Code of Conduct by its operation and the breach is or could be linked with the performance of services in each case. In addition, the business partner must also notify the BLÄSSINGER GROUP companies concerned in writing and without delay in the event that it suspects that one of its suppliers or subcontractors in the course of their involvement in the performance of services for a BLÄSSINGER GROUP company breaches the values and principles of this Code of Conduct for Business Partners. On request by the BLÄSSINGER GROUP companies concerned, the business partner will immediately investigate the suspicions and clarify the circumstances. It will keep the BLÄSSINGER GROUP companies concerned continuously updated, in writing, on the details of the circumstances, as well as the outcome.

3.5. Remedial Measures

The BLÄSSINGER GROUP companies for which the business partner performs services may demand of the business partner that, together with the BLÄSSINGER GROUP companies concerned, it develops and implements a concept to remediate the breach of the values and principles of this Code of Conduct for Business Partners if the breach is linked with the performance of services for a BLÄSSINGER GROUP company. In particular, the BLÄSSINGER GROUP company concerned may demand of the business partner that it initiate specific remedial measures to rectify the breach of the values and principles of this Code of Conduct. The concept must include a specific timetable. The timetable is not permitted to envisage a longer period of time than is reasonable for the nature and seriousness of the breach of values and principles. In the event that the BLÄSSINGER GROUP company itself develops a concept for the rectification of the breach of values and principles of this Code of Conduct for Business Partners, the business partner is required as appropriate to support the BLÄSSINGER GROUP company concerned in implementing this concept.

3.6. Termination of Business Relationship and Compensation

If, in breach of its obligations, the business partner refuses a concept or, in breach of its obligations, does not initiate the remedial measures within a reasonable period of no more than one month from being requested to do so, or if, in breach of its obligations it fails to fulfil its support obligations within a reasonable period, also of no more than one month from request, or if the remedial measures do not prove effective within the time period stipulated in the concept or, in the absence of an agreement of a reasonable period, the BLÄSSINGER GROUP companies concerned have the right, on fruitless expiry of a reasonable additional period or following unsuccessful issue of a written warning, to terminate or withdraw from individual or all contracts with the business partner with immediate effect.

If the breach of the values or principles pursuant to this Code of Conduct for Business Partners should be so serious that it is unreasonable to expect the BLÄSSINGER GROUP company concerned to uphold the contract(s), it is also entitled to terminate or withdraw from the contract with immediate effect.

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The other BLÄSSINGER GROUP companies are also entitled to immediately terminate or withdraw from existing contracts if, in view of the seriousness of the breach of the values and principles of this Code of Conduct for Business Partners, it is unreasonable for them to uphold the contracts. The business partner is under an obligation to compensate the BLÄSSINGER GROUP companies for all disadvantages suffered by them as a result of the breach of the values or principles in this Code of Conduct for Business Partners. This does not apply if the business partner is not responsible for the breach of the values or principles. This does not affect any further rights and claims of BLÄSSINGER GROUP going above and beyond this.

3.7. Breaches of the Code of Conduct by BLÄSSINGER GROUP

If a business partner witnesses a breach of values or principles set down in this Code of Conduct for Business Partners by BLÄSSINGER GROUP or is addressed inappropriately by an employee of BLÄSSINGER GROUP, the business partner must report this incident via the whistleblower system at www.blaessinger.whistleport.de.

3.8. Amendments to this Code of Conduct for Business Partners

BLÄSSINGER GROUP is entitled at its due discretion and within the scope of what can be reasonably expected of the business partner, to amend this Code of Conduct, in particular to include additional legally protected rights within the scope of this Code of Conduct, if their worthiness of protection becomes apparent following the signature of the Code of Conduct by the business partner, for instance through the opening of a new business division or the inclusion of new products.

4. Acknowledgement and Confirmation of this Code of Conduct by the Business Partner as well as Amendment of this Code of Conduct for Business Partners

The acknowledgement and confirmation of this Code of Conduct by the business partner is a prerequisite for cooperation with the BLÄSSINGER GROUP.

This Code of Conduct can be accessed on the homepage of BLÄSSINGER GROUP: www.blaessinger.com

Questions can be submitted to BLÄSSINGER GROUP at any time per Mail to: compliance@blaessinger.com

Acknowledgement:

We hereby acknowledge the Code of Conduct for Business Partners of BLÄSSINGER GROUP and confirm that we comply with the values and principles set forth in this Code of Conduct.

Company _____

First name _____

Last name _____

Position _____

Address _____

Country _____

Phone _____

eMail _____

Date | Place _____

Signature | Company Stamp _____