

# SUPPLIER CODE OF CONDUCT

## 1. Compliance with Laws and Regulations

Suppliers must comply with all applicable local, national, EU and international laws. This includes, but is not limited to:

- Labor, health, and safety laws
- Environmental protection
- Product safety regulations
- Anti-corruption, anti-bribery, and fair competition rules
- Intellectual property protection and data privacy

Suppliers are expected to stay informed of legal changes, cooperate with audits, and promptly address any violations.

---

## 2. Human Rights & Fair Working Conditions

We are committed to respecting human rights and expect the same from our suppliers.

Suppliers must:

- Prohibit and prevent forced labour, child labour, human trafficking and any form of abuse or exploitation.
- Ensure a workplace free from discrimination, harassment, or retaliation.
- Respect employees' rights to freedom of association and collective bargaining.
- Provide fair wages, reasonable working hours, and legally required benefits.
- Offer workers a safe way to raise concerns without fear of retaliation.

### Impact on Local Communities

Suppliers must respect the rights of local communities, avoiding forced displacement or restricting access to essential resources (water, land, housing). Any negative impact on local livelihoods must be avoided or promptly mitigated.

---

# SUPPLIER CODE OF CONDUCT

## 3. Environmental Responsibility & Deforestation

Suppliers are expected to minimize their adverse environmental impact and protect biodiversity by:

- Complying with all environmental laws and obtaining and maintaining required permits.
- Reducing greenhouse gas emissions, waste, and water consumption.
- Avoiding soil and water contamination as well as air pollution.
- Using sustainable raw materials and, where relevant, holding certifications such as FSC or equivalent.

European Deforestation Regulation (EUDR)

Suppliers providing relevant products must ensure they are deforestation-free and meet Regulation (EU) 2023/1115 requirements, including traceability and due diligence documentation.

---

## 4. Health & Safety

Suppliers must provide a safe and healthy workplace by:

- Identifying and mitigating workplace risks.
- Providing adequate safety training, protective equipment, and emergency procedures.
- Ensuring no one works in conditions that pose immediate danger to their health or safety.

A strong health & safety culture should be promoted at all levels.

---

## 5. Ethical Business Practices

Suppliers must uphold the highest standards of integrity by:

- Prohibiting all forms of corruption, bribery, fraud, and money laundering.
- Avoiding conflicts of interest and disclosing any that arise.
- Respecting intellectual property and data privacy.
- Competing fairly and complying with antitrust regulations.

# SUPPLIER CODE OF CONDUCT

## 6. Product Quality, Material Compliance and Safety

All products and services must meet legal requirements, industry standards, and our quality expectations as well as thresholds for substances of concern (SoC) and PFAS in accordance with current and upcoming legal requirements (such as PPWR). Suppliers should have systems in place to monitor product safety, test for potential defects and substances in their materials, and take immediate corrective actions if issues arise. Suppliers furthermore ensure to provide the required documentation to comply with aforementioned material compliance requirements.

---

## 7. Grievance Mechanism & Reporting

Suppliers must maintain or participate in a grievance mechanism that:

- Allows employees and stakeholders to raise concerns anonymously, confidentially and without retaliation.
- Investigates complaints promptly and takes corrective action.

Should serious issues, such as human rights violations or environmental harm, arise, Prinzhorn Group and/or its subsidiaries must be notified immediately. In case of violations, immediate actions have to be taken to mitigate and resolve.

Our Whistleblowing Hotline is available for all stakeholders:

<https://prinzhorngroup.integrityline.com>

---

## 8. Monitoring and Continuous Improvement

Suppliers must regularly assess their compliance with this Code and keep relevant documentation. We reserve the right to conduct audits or request corrective action plans. Continued non-compliance may lead to suspension or termination of the business relationship.

---

Date

---

Signature