


Corporate Document (UDO)	
UDO-5.2-5 – Code of Conduct for suppliers	

1. Introduction/Preamble

ATTEC International GmbH is committed to ecological and socially responsible corporate management. We expect the same behaviour from all our suppliers. We also expect our employees to observe the principles of ecological, social and ethical behaviour and integrate them into the corporate culture. Furthermore, we strive to continuously optimize our business activities and our products in terms of sustainability and call on our suppliers to contribute to this in the sense of a holistic approach.

For the cooperation, the contracting parties agree on the applicability of the following provisions for a common code of conduct. This agreement will be the basis for all future deliveries. The parties agree to comply with the principles and requirements of the Code of Conduct and to endeavour to contractually oblige your subcontractors to comply with the standards and regulations set out in this document. This agreement shall enter into force upon signing. A violation of this Code of Conduct may be a reason and cause the Company to terminate the business relationship, including all associated supply contracts.

The Code of Conduct is based on national laws and regulations as well as international conventions such as the United Nations Universal Declaration of Human Rights, the Guidelines on Children's Rights and Entrepreneurship, the United Nations Guidelines on Business and Human Rights, the International Labour Standards of the International Labour Organization and the United Nations Global Compact.

2. Requirements for suppliers

2.1. Social Responsibility

Exclusion of forced labour

No forced labour, slave labour or similar work may be used. All work must be voluntary, and employees must be able to terminate work or employment at any time. In addition, there must be no unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment.

Use of private and public security forces

The supplier only deploys private and public security forces where this is unavoidable. The principles set out in our Code of Conduct, legal provisions and human rights serve as the basis for commissioning.

Prohibition of child labour

Child labour may not be used at any stage of production. Suppliers are required to comply with the recommendation of the ILO conventions on the minimum age for the employment of children. According to this, the age should not be less than the age at which compulsory schooling ends and in any case not less than 15 years. If children are found at work, the supplier must document the measures to be taken to

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remedy the situation and enable the children to attend school. The rights of young workers must be protected, and special protection rules must be observed.

Fair pay

Remuneration for regular working hours and overtime must be in line with the national statutory minimum wage or industry minimum standards, whichever is higher. In any case, the remuneration for overtime must exceed the remuneration for regular hours. If the remuneration is not sufficient to cover the costs of ordinary living expenses and to build up a minimum of reserves, the supplier shall be obliged to increase the remuneration accordingly. Employees must be granted all the benefits required by law. Wage deductions as punitive measures are not permitted. The supplier shall ensure that workers receive clear, detailed and regular written information on the composition of their remuneration.

Fair working hours

Working hours must comply with applicable laws or industry standards. Overtime is only allowed if it is voluntary and does not exceed 12 hours per week, while employees must be allowed at least one day off after six consecutive working days. The weekly working time may not regularly exceed 48 hours.

Freedom of association

The right of workers to form and join organisations of their choice and to bargain collectively must be respected. In cases where freedom of association and the right to collective bargaining are restricted by law, alternative possibilities for independent and free association of employees for the purpose of collective bargaining must be granted. Employee representatives must be protected from discrimination. They should be granted free access to the workplaces of their colleagues to ensure that they can exercise their rights in a lawful and peaceful manner.

Discrimination

Discrimination against employees in any form is inadmissible. This applies

e.g. for discrimination based on gender, race, caste, skin colour, disability, political opinion, origin, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of everyone are respected.

Ethical recruitment

In recruitment, the supplier undertakes to ensure that applicants are assessed without discrimination and bias. There is open communication with interested parties. Applicants can check the status of their application at any time and the company proactively communicates the status of the process.

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Occupational health and safety

The supplier is responsible for a safe and healthy working environment. By setting up and applying appropriate occupational safety systems, necessary precautionary measures are taken against accidents and damage to health that may occur in connection with the activity. In addition, employees are regularly informed and trained about applicable health and safety standards and their measures. Employees are given access to drinking water in sufficient quantities and access to clean sanitary facilities.

Grievance mechanisms

The supplier is responsible at the operational level for establishing an effective grievance mechanism for individuals and communities who may be affected by adverse impacts.

Dealing with conflict minerals

For the conflict minerals tin, tungsten, tantalum and gold, as well as for other commodities such as cobalt, the Company establishes processes in accordance with the Organisation for Economic Co-operation and Development (OECD) Due Diligence Principles for Promoting Responsible Supply Chains for Minerals from Conflict-Affected and High-Risk Areas and expects its supplier to do the same. Smelters and refineries without appropriate, audited due diligence processes should be avoided.

2.2 Ecological responsibility

Treatment and discharge of industrial wastewater

Wastewater from operating procedures, manufacturing processes and sanitary facilities must be typed, monitored, checked and, if necessary, treated before discharge or disposal. In addition, measures should be introduced to reduce the generation of wastewater.

Dealing with air emissions / decarbonisation

General emissions from operating processes (air and noise emissions) and greenhouse gas emissions must be typified, routinely monitored, checked and, in the event of their release, needs. The purchase of renewable energy is being pushed. The supplier also has the task of monitoring its exhaust gas purification systems and is required to find cost-effective solutions to minimize emissions. The supplier is committed to driving forward decarbonization projects and ensuring good recyclability of its products.

Handling of waste and hazardous substances

The supplier follows a systematic approach to identify, and dispose of or recycle responsibly. Chemicals or other materials that pose a risk when released into the environment must be identified and managed in such a way as to ensure safety in the handling, transport, storage, use, recycling or reuse and disposal of such substances. Where possible, hazardous substances are replaced by environmentally friendly alternatives.

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Reduce consumption of raw materials and natural resources

The use and consumption of resources during production and the generation of waste of all kinds, including water and energy, must be reduced or avoided. This is done either directly at the point of origin or through procedures and measures, e.g. by changing production and maintenance processes or procedures in the company, by using alternative materials, by saving, by recycling or by reusing materials.

The supplier strives to maintain soil quality, mindful land and forest use is actively lived. Measures are being taken to ensure land, forest and water rights in the interests of environmental protection. The supplier will initiate measures to keep the impact on the environment, biodiversity or soil quality as low as possible.

Dealing with energy consumption/efficiency

Energy consumption must be monitored and documented. Economical solutions must be found to improve energy efficiency and minimise energy consumption. If possible, renewable energy should be used in the production process.

Animal welfare / species protection

The supplier is committed to animal and species protection and will take measures to support the protection.

2.3 Ethical Business Conduct

Fair competition

The standards of fair business, fair advertising and fair competition must be observed. In addition, the applicable antitrust laws must be applied, which prohibit agreements and other activities that influence prices or conditions when dealing with competitors.

Furthermore, these regulations prohibit agreements between customers and suppliers that are intended to restrict customers' freedom to determine their prices and other conditions autonomously when reselling.

The legal requirements for the supplier's financial responsibility are complied with and all mandatory information is disclosed. Conflicts of interest are disclosed by the supplier. The intellectual property of others is respected, the use of plagiarism or counterfeit materials is prohibited. The legal requirements for export controls and economic sanctions are checked and complied with.

Confidentiality/Data Protection

The Supplier undertakes to meet the reasonable expectations of its client, suppliers, customers, consumers and employees about the protection of private information. The Supplier shall comply with

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data protection and information security laws and government regulations when collecting, storing, processing, transmitting and disclosing personal information.

Intellectual property

Intellectual property rights must be respected; Technology and know-how transfer must be carried out in such a way that intellectual property rights and customer information are protected.

Integrity/Bribery, Taking Advantage

The highest standards of integrity must be applied to all business activities. The supplier must have a zero-tolerance policy in prohibiting all forms of bribery, corruption, extortion and embezzlement. Procedures for monitoring and enforcing the standards are to be applied to ensure compliance with anti-corruption laws.


3. Implementation of the requirements

We expect our suppliers to identify risks within supply chains and take appropriate action. In the event of a suspicion of violations or to safeguard supply chains with increased risks, the supplier will inform the company promptly and, if necessary, regularly about the identified violations and risks as well as the measures taken.

The company verifies compliance with the standards and regulations listed in this document by means of a self-assessment questionnaire and sustainability audits at suppliers' production sites. Supplier agrees that Purchaser may conduct such audits to verify compliance with the Code at Supplier's facilities during normal business hours upon reasonable notice by persons appointed by Supplier. The supplier may object to individual audit measures if they violate mandatory data protection regulations.

If a violation of the provisions of this Code of Conduct is detected, the Client shall notify the Supplier in writing within one month and shall set the Supplier a reasonable grace period to bring its conduct into line with these Regulations. If such a breach was culpable and makes it unreasonable for the Client to continue the contract until it has been terminated with notice, the Client may terminate the contract after the expiry of the set period without success, if it has threatened to do so when setting the grace period. A statutory right to extraordinary termination without setting a grace period remains unaffected, as does the right to damages.

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4. Acknowledgment and consent of the supplier

By signing this document, the supplier undertakes to act responsibly and to adhere to the listed principles/requirements. The Supplier undertakes to communicate the content of this Code to employees, agents and subcontractors in a way that is understandable to them and to take all necessary precautions for the implementation of the requirements.

Supplier

Contact

Date

Signature

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