



ZSCHIMMER & SCHWARZ

SUPPLIER CODE OF CONDUCT

Zschimmer & Schwarz (Z&S) is committed to responsible and sustainable business development and compliance with ethical standards. We want to continue our long-standing corporate tradition and establish a common understanding of fairness, tolerance and social as well as economic responsibility.

We place the highest demands on compliance with social and environmental standards within our own processes, which is why we expect the same from our suppliers. We want all our suppliers to fully comply with the same ethical, social and legal standards that we apply within our group and we also want them to make every effort to implement these standards among their business partners.

By accepting to work for or with Zschimmer & Schwarz, suppliers commit themselves to abide by the principles embodied in this Supplier Code of Conduct. Zschimmer & Schwarz reserves the right to conduct audits to verify compliance and to recommend reasonable action in the event of non-conformity – because ensuring the principles of sustainable development in our supply chain is important to us.

Should you have any concerns about illegal or improper conduct, please contact your responsible Zschimmer & Schwarz business contact or our Compliance Department.

HUMAN RIGHTS AND INTEGRITY

Z&S expects its suppliers to conduct their business in an ethical manner and respect human rights in their supply and value chains.

You uphold internationally proclaimed human rights (according to the UN Guiding Principles on Business and Human Rights).

You treat your employees with respect and tolerate neither sexual harassment nor discrimination at work nor any other inappropriate conduct.

You encourage your employees and other stakeholders to report concerns or potentially illegal practices at the workplace.

LABOUR

Z&S expects its suppliers to respect the personal dignity and rights of every individual.

You prohibit any form of forced labour (including modern slavery and human trafficking) and do not tolerate child labour.

You respect your employees' freedom of association and the right to collective bargaining as defined by applicable laws.

Your working hours and wages comply with local laws and ensure an adequate standard of living for employees according to local living conditions.



ZSCHIMMER & SCHWARZ

PROPRIETARY INFORMATION AND PRIVACY

Z&S expects its suppliers to commit to the conscientious protection and security of proprietary information.

You guarantee safeguard and proper use of confidential information including personal data according to the General Data Protection Regulation (EU) to ensure that company and employee privacy rights are protected.

COMPLIANCE WITH APPLICABLE LAW

Z&S expects its suppliers to comply with all applicable laws and regulations and not to engage in bribery of any kind or illegal activities or operations of any kind.

You abide by all applicable national and international trade laws and regulations including, but not limited to, antitrust, trade controls and sanction regimes.

You adhere to anticorruption laws and prohibit all types of actions which influence official measures or create an improper advantage, such as bribery, corruption and money laundering.

You especially prohibit gifts and benefits to public officials.

ENVIRONMENTAL PROTECTION, SAFETY AND HEALTH

Z&S expects its suppliers to act responsibly and sustainably and to provide a safe and healthy working environment.

You comply with all applicable laws and regulations for the protection of people and the environment, including quality, health, safety and environmental regulations.

You attach great importance to environmentally friendly development, production, transport, use and disposal of your products.

You use resources efficiently and reduce water, energy and natural resource consumption as well as emissions to air, water and soil that affect the environment and climate in a negative way by applying environmentally friendly technologies and processes.

You ensure a safe and healthy environment for your employees and all people around you by eliminating the hazards associated with your processes and products.

You use appropriate management systems to ensure product quality and safety and provide safety information for all hazardous materials.