



CODE OF CONDUCT

FOR SUPPLIERS AND SERVICE PROVIDERS OF THE KAYSER GROUP

A. KAYSER Automotive Systems GmbH and its subsidiaries are a group of companies (hereinafter referred to as "KAYSER" and "KAYSER Group") which operates in the automotive sector on a global scale. Responsible and lawful conduct is one of our basic prerequisites for our corporate success. We recognize our social and public responsibility and have set ourselves the goal to operate as a social employer all over the world, to ensure the compliance with the numerous legal standards within the KAYSER group and to create a work environment which is characterized by integrity, respect and fair and responsible conduct.

We expect from our suppliers and service providers that they share these values and conducts. Therefore, we summarized our expectations towards suppliers and service providers regarding the working conditions, health, safety, environment and business ethics in this code of conduct for suppliers and service providers. This code of conduct describes the minimum requirements for the fulfillment of our standards. KAYSER reserves the right to cancel business relations with business partners if they do not comply with the standards defined in this code of conduct.

The compliance of our suppliers and service providers with this code of conduct may be monitored in an audit. KAYSER will coordinate the scope, time and location of this audit with the supplier/service provider.

LAW-ABIDANCE AND RESPONSIBILITY / COMPLIANCE AND INTEGRITY

Compliance with all current laws and provisions, especially

- No tolerance towards corruption or bribery and each form of prohibited granting or acceptance of advantages that shall influence decision-making;
- Compliance with all foreign trade laws, tax laws and customs laws;
- Compliance with all current competition and anti-trust laws and provisions;
- Avoidance of conflicts of interests within business relations with KAYSER or third parties;
- Confidential handling of business information, data and documents which are disclosed in the course of cooperation with KAYSER.

SAFETY, HEALTH AND ENVIRONMENTAL PROTECTION

- Compliance with all current laws and provisions on work safety and health protection;
- Compliance with all legal environmental provisions and laws;
- Advancement of safe and environmentally compatible product development and manufacturing as well as their transport, use and disposal;
- Compliance with the REACH provision No. 1907/2006. REACH stands for Registration, Evaluation, Authorization and Restriction of Chemicals. The REACH provision applies for all chemicals. Non-registered substances must neither be traded nor used. The supplier must assess and manage the risks of substances manufactured and traded by him/her in the EU/EEA to comply with the provision;
- Compliance with the OECD principles to fulfill the due diligence for responsible supply chains of minerals from conflict-affected and high-risk areas and the provision (EU) 2017/821 for the determination of duties for the fulfillment of the due diligence within the supply chain for EU importers of tin, columbite-tantalite, wolframite, derivatives of these materials and gold from areas of conflict and high-risk. These provisions shall obligate EU importers of so called „conflict materials“ to due diligence throughout their supply chains;
- Commitment to continuous improvement of work safety and protection of health and environment.

HUMAN RIGHTS AND SOCIAL STANDARDS

- Compliance with current laws and industry-specific provisions regarding the work times;
- Compliance with the current laws and local legal standards, provisions or agreements regarding the payment and social contribution including the provisions on minimum wages;
- No tolerance towards discrimination and verbal or physical harassment of employees; compliance with the principles of equal opportunities and fair treatment;
- Ban on child labor: compliance with the minimum age of employment of 15 years;
- No tolerance towards forced labor;
- Recognition of the employee right to the freedom of association and collective negotiations on the basis of the corresponding national legislation.

This code of conduct is based on the principles of the „United Nations Global Compact“ and the standards of good practice which have been defined in the conventions of the International Labor Organization (ILO), the code of conduct of the Business Social Compliance Initiative (BSCI) and the Guiding Principles of the European Automotive Working Group on Supply Chain Sustainability.

The code of conduct applies globally for all suppliers and service providers of the KAYSER group. With the conclusion of this document in the business relation, the suppliers and service providers commit themselves to responsible conduct and compliance with the outlined principles. We moreover expect that our suppliers and service providers communicate this code of conduct to third parties involved to fulfill the contractual relationship with KAYSER and to ensure that they orientate their conduct towards the principles of this code of conduct and comply with the underlying standards.