

CODE OF CONDUCT
Supplier



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Content	page
Introduction	03
01. Respect for human rights/discrimination	04
02. Child labor	04
03. Forced labor/Modern slavery	04
04. Employee rights/Working conditions	05
05. Remuneration/Working hours	05
06. Health protection/Occupational safety/Fire protection	05
07. Environmental protection	06
08. Conduct in the business environment/fair competition	07
09. Corruption and bribery	07
10. Invitations/Gifts	07
11. Use of the Facius + Schober GmbH name/brand/logo	07
12. Money laundering	07
13. Supply chain integrity/Supply Chain Act (LkSG)	07
14. Privacy and data protection	08
15. Conflict materials	08
16. Compliance with the Supplier Code of Conduct/Control	08

Gender note:

Faciusschober stands for openness and diversity.

Whenever employees are referred to in the text, all persons are meant in the sense of equal treatment, regardless of gender, age, origin and other personal characteristics. The language form chosen here is used exclusively for editorial reasons and for reasons of better readability and is non-judgmental.

Our understanding of sustainability in the supplier management

Facius + Schober GmbH sees sustainability as an essential component of its business processes. In our procurement activities, we pay attention not only to process-related, economic and technical criteria but also to social and ecological aspects such as human rights, fair working conditions, fair competition, prevention of corruption, and health and environmental protection.

As a manufacturer of washers, sealing rings and many different sealing solutions, we procure raw materials, goods and services from suppliers worldwide to ensure the sustainable success of our customers. The basis for this is a responsible corporate philosophy geared to long-term value creation. For this reason, we involve suppliers directly in our sustainability strategy.

Quality, reliability, costs, fairness, integrity and sustainability are essential factors in our selection of suppliers. Facius + Schober GmbH will therefore only select suppliers who conduct their business with professionalism and integrity, share our social and environmental values, and recognize and support our quality standards and health and safety culture.

Therefore, we expect the following from our suppliers:

- Conducting their business in full compliance with all applicable laws, regulations, policies and industry codes.
- Strict adherence to ethical principles for employee and human rights, environmental protection, health protection and occupational safety.
- Integration, application and sharing of these principles with their own suppliers and subcontractors.
- Recognition of the importance of diversity and inclusion through strict compliance with all equal opportunity and non-discrimination laws, regulations and policies.
- Ensuring that there are no violations of the law or discrimination of any kind in the workplace.

This Supplier Code of Conduct sets out the minimum requirements on sustainability issues and defines the core principles that Facius + Schober GmbH expects all business partners and suppliers to comply with. Facius + Schober GmbH reserves the right to suspend or terminate the business relationship with a supplier who does not comply with these principles or applicable law at any time.

01. Respect for human rights/discrimination

Employees of Facius + Schober GmbH as well as all business partners and suppliers have the right to fair, courteous and respectful treatment. No one may be harassed or discriminated against on the basis of their ethnicity, skin color, nationality, ancestry, gender, sexual identity, faith or religious affiliation, ideology, political views, age, physical constitution, appearance or other personal characteristics.

Facius + Schober GmbH expects that its suppliers also promote equal opportunities and equal treatment and prevent discrimination in the hiring of employees as well as in the promotion or granting of training and further education measures.

No employee of a supplier may be discriminated against on the grounds of gender, age, skin color, culture, ethnic origin, nationality, sexual identity, sex, disability, religious affiliation, political views or ideology.

02. Child labor

Facius + Schober GmbH rejects any form of child labor, including among its business partners, customers, suppliers and their subcontractors. The definition of child labor is based on the principles of the United Nations Global Compact.

Facius + Schober GmbH therefore expects its suppliers to prohibit and refrain from any kind of child labor in their companies and along the supply chain.

03. Forced labor/Modern slavery

Any form of slavery is incompatible with our ethical foundations. We expect our suppliers and their subcontractors to fight against any form of modern slavery and human trafficking along the supply chain and not tolerate it under any circumstances. In particular, the rights of indigenous people and local communities should be respected, promoted and protected throughout the supply chain.

04. Employee rights/Working conditions

Facius + Schober GmbH is committed to the principles of social responsibility. It is therefore in the company's interest that fair working conditions apply worldwide. Compliance with all local legislation on minimum wages, social benefits, overtime, working and break times and working conditions is a matter of course for Facius + Schober GmbH.

Facius + Schober GmbH therefore also expects its suppliers to comply with all employee rights of the respective applicable national legislation as well as fair working conditions worldwide.

05. Remuneration/Working hours

Suppliers must pay employees on time and in accordance with applicable wage laws, including minimum wages, overtime, prohibition of excessive overtime and mandated benefits.

06. Health protection/Occupational safety/Fire protection

Safety in the workplace and the safety of our products are a fundamental principle for Facius + Schober GmbH. Processes, operating facilities and equipment, as well as all workplaces must comply with the applicable legal obligations for occupational safety, health and fire protection.

Facius + Schober GmbH therefore expects its suppliers to know and comply with the applicable national legislation on health protection, occupational safety and fire protection. We require that suppliers have an appropriate occupational safety organization. This includes, for example, the containment of actual and potential occupational safety risks by means of suitable protective measures and the deployment of employees who are sufficiently qualified and instructed to carry out their work more safely.

Facius + Schober GmbH welcomes its suppliers having a certified occupational safety management system and positively considers this in its supplier selection process.

07. Environmental protection

Protection of the environment is an integral part of Facius + Schober GmbH's corporate policy and this is therefore also consistently required of all suppliers.

Facius + Schober GmbH expects its suppliers to know and comply with the applicable national legislation on environmental protection. This also includes compliance with all official requirements and product-related environmental regulations in the destination country.

We require that suppliers have an appropriate environmental protection organization and ensure the protection of the following protected goods:

- Protecting people, animals and plants by preventing emissions that are hazardous to the environment and/or health and avoiding the manufacture of products with ingredients that are hazardous to the environment and/or health.
- Protecting the atmosphere by preventing air pollution from harmful and/or greenhouse gases and by maintaining air quality.
- Protecting soil by preventing the creation of harmful soil change and limiting land use.
- Protecting water by preventing lasting harmful water changes, treating all wastewater, and using this resource sparingly.
- Protecting all natural resources by
 - preventing excessive use of natural resources,
 - promoting the use of renewable energies and energy efficiency,
 - reducing the generation of hazardous waste
 - disposing of waste in a correct and harmless manner,
 - promoting the use of renewable raw materials,
 - and developing and manufacturing cycle-oriented products.

For Facius + Schober GmbH, it is also a matter of course that our suppliers also assume responsibility for damage already incurred and caused by their own business activities and make their contribution to repairing the damage or minimizing the effects of the damage.

Facius + Schober GmbH welcomes its suppliers having a certified environmental management system and positively considers this in the context of its supplier selection.

08. Conduct in the business environment/fair competition

Suppliers must conduct business in accordance with fair and vigorous competition and in compliance with applicable competition law.

09. Corruption and bribery

Any bribery, corruption, extortion, money laundering and embezzlement are prohibited. Suppliers may not grant benefits, offer, pay or accept bribes. This also applies to illegal inducements (e.g., bribes) and any illegal influence in business or government relations.

10. Invitations/Gifts

Suppliers in an existing business relationship with Facius + Schober GmbH or those seeking such a relationship may not offer gifts, gratuities, entertainment, meals or entertainment activities that could influence the employee(s) decision regarding the business relationship with Facius + Schober GmbH.

11. Use of the Facius + Schober GmbH name/brand/logo

The use of Facius + Schober GmbH's name, trademarks/brands or other similar information in any advertising, media publication or product recommendation of Supplier is prohibited without the prior written consent of Facius + Schober GmbH.

12. Money laundering

Facius + Schober GmbH expects its suppliers to comply with all relevant legal obligations to prevent money laundering and not to engage in money laundering activities.

13. Supply chain integrity/Supply Chain Act (LkSG)

The supplier undertakes to observe human rights and environmental due diligence obligations in an appropriate manner in its respective supply chains.

The requirements of the Supply Chain Act must be complied within its scope of local application.

14. Privacy and data protection

Suppliers must comply with and respect all personal data protection and privacy laws. Suppliers use personal data (e.g., of employees or business partners of Facius + Schober GmbH) only in accordance with the legal requirements for data protection.

Suppliers must protect confidential information, including personal data, received from or processed on behalf of Facius + Schober GmbH and actively prevent loss, misuse, theft, fraud, unauthorized access, disclosure or alteration and promptly report any potential breaches or security vulnerabilities. Suppliers should apply an appropriate information security system

15. Conflict materials

Suppliers shall ensure that the products supplied to Facius + Schober GmbH do not contain any metals extracted from minerals or their derivatives that originate from conflict areas in which armed groups commit serious human rights violations and are directly or indirectly financed or favored.

16. Compliance with the Supplier Code of Conduct/Control

Any violation of the principles and requirements stated in the Facius + Schober GmbH Supplier Code of Conduct shall be considered a material impairment of the contractual relationship on the part of the suppliers. In case of suspicion of non-compliance with the described principles and requirements of the Facius + Schober GmbH Supplier Code of Conduct, Facius + Schober GmbH reserves the right to request further information on the relevant facts from the supplier.

Furthermore, Facius + Schober GmbH has the right to terminate without notice contractual relationships with suppliers who demonstrably do not comply with this Supplier Code of Conduct or who do not strive for and implement improvement measures.

This Supplier Code of Conduct is permanently available to all suppliers of Facius + Schober GmbH on the Facius + Schober GmbH homepage.

Mühlacker, November 2023