

Supplier Code of Conduct for Beritech Group

January 2024

General conditions:

As a supplier to Beritech Group (hereinafter referred to as "Beritech"), the supplier must comply with the laws of all countries in which the supplier operates and implement its own sustainable business practices which must comply with the 10 principles that are laid out in the **UN Global Impact** or equivalent standards. If local legal requirements are lower than the international standards, suppliers must follow the latest international standards.

To be or become a supplier to Beritech, the supplier must implement the requirements of this Code of Conduct or equivalent throughout its entire supply chain. Beritech encourages its suppliers to continuously improve their efforts to meet international standards and best practices.

Sustainable business practices are essential to Beritech's business model and the people and environments that are directly and indirectly affected by our company's activities. We care about the safety, well-being and future of our employees, our communities, and our customers, and we prioritize doing business only with similarly responsible and accountable suppliers.

For this reason, we encourage everyone who wishes to do business with the Beritech Group to take part in this process for the part of our supply chain that relates to each individual supplier.

If a supplier fails to comply with this Code of Conduct or equivalent standards, fails to notify Beritech of serious impacts or shows unwillingness to take steps to rectify them, Beritech will consider this to be a breach of the cooperation and reserves the right to terminate it in full.

Human rights and Labor and Social Policy:

Fair treatment and employer rights

Beritech respects human rights and the right of children to development and education. Suppliers are prohibited from employing minors. The minimum age for employment shall be the legal minimum age in the country concerned or the age for completing compulsory education in that country. Suppliers shall under no circumstances use, promote or otherwise give rise to the use of forced or involuntary labor and shall prevent modern slavery, harassment, discrimination, intimidation and violence of any kind.

Suppliers shall respect the right of employees to organize and freedom of association, including protecting the right to privacy and supporting principles of equality and fair treatment. In cases where Suppliers' workers are recruited by third parties or subcontractors, suppliers shall pay particular attention to the proper application of these principles throughout the value chain.

Minimum wage

Suppliers must comply with all applicable laws and collective agreements, including those related to minimum wage, overtime and statutory benefits.

Non-discrimination and equal pay

Beritech respects cultural differences. Suppliers must not discriminate or marginalize any employee or contractor based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, social origin, marital status or similar.

Health and safety

Suppliers must provide good working conditions that reduce health and safety risks for their employees and their subcontractors. Beritech requires our suppliers to perform their work in a safe manner that complies with all applicable laws and regulations by following approved codes of conduct and industry standards. Suppliers must take all necessary steps to prevent accidents, ensure appropriate training of employees and provide healthy and hygienic facilities.

Environment and climate**Environment and Climate Policy**

Suppliers must be aware of and comply with applicable national environmental laws relevant to the supplier's activities, products and services. Suppliers must implement measures that contribute to the protection of the environment and work to reduce CO2 emissions throughout their supply chain.

Beritech aims to reach a zero-environmental impact from our global operations and encourages our suppliers to acknowledge our sustainability ambitions and to cooperate with Beritech towards achieving them, in relation to the products and services delivered by the supplier.

Beritech expects our suppliers to strive to reduce the consumption of scarce natural resources and substances that are harmful to the environment. Suppliers must have plans to save energy and generate less waste and emissions through sustainable and responsible use or reuse of materials, packaging and transportation.

Beritech encourages suppliers to obtain physical renewable energy or certified renewable energy credits (RECs), or a combination of those, in the full amount of the power used to manufacture their products and perform the services delivered to Beritech.

Beritech encourages suppliers to ensure full traceability in their production and supply chain of all materials originating from all sources, and to ensure that all raw materials and components supplied to Beritech are traceable to the broadest extent possible.

Beritech encourages suppliers to become ISO 14001 certified or achieve equivalent environmental certification.

Business integrity and legal compliance**Compliance with relevant legislation**

Suppliers must comply with all applicable anti-bribery, corruption and sanctions compliance regulations and sanctions. Suppliers must not offer or accept bribes or other illegal inducements to or from their business partners. Suppliers must comply with all applicable anti-money laundering (AML) legislation.

Data protection (GDPR)

Suppliers shall comply with all applicable data protection regulations. In particular, suppliers shall act appropriately and responsibly to ensure data protection regarding personal data of Beritech, Beritech customers or other sensitive personal data handled in the context of the business relationship with Beritech.

Intellectual property protection

Suppliers shall respect and protect Beritech and Beritech's customers' intellectual property rights and only make appropriate use of confidential information received through the cooperation with Beritech.