



CODE OF CONDUCT FOR SUPPLIERS



VEDDER.NET

TOGETHER FOR A SUSTAINABLE FUTURE.

VEDDER GmbH together with all its affiliated companies is committed to ecologically and socially responsible corporate governance.

We expect the same behaviour from all our suppliers. We also require our employees to respect the principles of ecological, social and ethical conduct and to integrate them into the corporate culture. That is why all our employees must comply with the principles of a Code of Conduct.

We also strive to continuously optimise our business activities and our products and services in terms of sustainability and encourage our suppliers to contribute to this in terms of a holistic approach.

For future cooperation, the Contracting Parties agree that the following regulations for a common Code of Conduct shall apply. This agreement is regarded as the basis for all future deliveries. The Contracting Parties undertake to comply with the principles and requirements of the Code of Conduct and to endeavour to contractually oblige their subcontractors to comply with the standards and regulations set out in this document.

This Agreement shall enter into force upon signature. A violation of this Code of Conduct may ultimately be a reason and cause for the Company to terminate the business relationships, including all associated supply contracts, and to claim damages, if necessary.

The Code of Conduct is based on national laws and regulations such as the Supply Chain Due Diligence Act (LkSG) and international conventions such as the United Nations Universal Declaration of Human Rights, the Guidelines on Children's Rights and Business Conduct, the United Nations Guidelines on „Business and Human Rights“, the International Labour Standards of the International Labour Organisation and the United Nations Global Compact.

In particular, we expect you as a supplier („you“) to recognise, support and comply with the following standards.



ENVIRONMENT.

You comply with all applicable environmental, occupational health and safety regulations and international conventions on environmental standards.

You promote the safe and environmentally friendly development, manufacture, transport, use and disposal of your products.

You use appropriate management systems to ensure that product quality and safety meet applicable requirements.

You protect the lives and health of your employees and neighbours, as well as the public, from hazards that can arise from your manufacturing processes and products.

You use resources efficiently, use energy-efficient and environmentally friendly technologies, and reduce their waste volumes as well as emissions into air, water and soil.

You reduce your negative impact on biodiversity, climate change and water scarcity to protect people's livelihoods.

You prohibit unlawful forced eviction and unlawful taking of land, forests and bodies of water.



SOCIAL.

You ensure that you protect internationally proclaimed human rights in your activities and towards your employees and do not use, directly or indirectly, forced labour (including, but not limited to, modern slavery and human trafficking) and child labour of any kind or use precursors produced with the help of such work.

You support the right of association and the right to collective bargaining in accordance with applicable laws.

You treat your employees with respect, promote an inclusive working environment and prohibit discrimination, unequal treatment, harassment, abuse or inhumane treatment of persons, for example on the basis of their ethnic origin or national origin, race or skin colour, religion or belief, gender, sexual orientation, gender identity and/or expression, age, physical or mental disability; political or trade union affiliation, nationality, maternity, marital status or other legally protected characteristics. You also support these aspects when selecting your suppliers and subcontractors.

You give your employees and other stakeholders the opportunity to report concerns or potentially illegal practices in the workplace.

You comply with minimum wages and working hours in accordance with local laws and ensure compensation for a living income in accordance with local living conditions.

You ensure that all security personnel comply with applicable laws to protect the company.

You ensure that you do not supply products containing conflict minerals that directly or indirectly finance or favour armed groups and cause human rights violations, as described in Annex II of the OECD Guidance on Due Diligence for the Promotion of Responsible Supply Chains for Minerals from Conflict Areas and High-Risk Countries (OECD DDG). We expect you to meet your due diligence obligations for mineral supply chains in accordance with OECD DDG recommendations.



GOVERNANCE.

You comply with all applicable national and international trade laws and regulations, in particular but not exclusively, the rules of antitrust law, trade control and sanctions regulations.

You view corporate integrity as the basis for business relationships.

You prohibit all forms of bribery, corruption and money laundering.

You prohibit gifts to private individuals or public officials that aim to influence business decisions or otherwise encourage them to breach their obligations.

You respect the privacy and confidential information of all your employees and business partners and protect the data and intellectual property from misuse.

You implement an appropriate compliance management system that supports compliance with applicable laws, rules and standards.

You will set up training measures to provide your managers and employees with an appropriate level of knowledge and understanding of the content of this supplier Code of Conduct, applicable laws and regulations, and recognised standards.



COMPLAINTS MECHANISMS.

As a supplier, you must pass on information received from VEDDER GmbH regarding accessibility, responsibility and the implementation of a complaints procedure to your employees in an appropriate manner. The complaints procedure must be accessible to employees while maintaining the confidentiality of their identity and effective protection against discrimination.

Any complaints can be submitted via the complaints management system of VEDDER GmbH in compliance with data protection law and other legislation at the following link: <https://VEDDER.integrityline.com/frontpage>

IMPLEMENTATION OF REQUIREMENTS.

We expect our suppliers to identify risks within supply chains and take appropriate measures.

Compliance with the standards and regulations listed in this document can be checked by VEDDER GmbH on site in the form of audits. The Supplier agrees that VEDDER GmbH shall have such audits conducted by appointed persons to verify compliance with the Code at the Supplier's premises during normal business hours after reasonable advance notice. The Supplier may object to individual audit measures if these would violate mandatory data protection regulations.

If a violation of the provisions of this Code of Conduct is discovered, VEDDER GmbH shall immediately notify the Supplier in writing and set said Supplier a reasonable grace period in order to bring said Supplier's conduct into line with these provisions. If a remedy is not possible in the foreseeable future, the Supplier must notify us of this immediately and draw up a concept together with us with a timetable for ending or minimising the violation. If the grace period expires fruitlessly or the implementation of the measures contained in the concept does not remedy the problem after the time schedule has expired and no milder remedy is available, VEDDER GmbH may terminate the business relationship and terminate all contracts. A statutory right to extraordinary termination without a grace period, in particular in the event of violations to be assessed as very serious, as well as the right to compensation for damages, remain unaffected.

