

## **Code of Conduct for Suppliers of the HEUNISCH Group**

(Updated: February 2025)

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## A. Introduction

Ethical conduct and sustainability, understood as ecological and social responsibility, are essential components of HEUNISCH company policy.

HEUNISCH expects its suppliers to implement the principles laid down in this Code of Conduct within their own business.

The suppliers themselves shall be responsible for guaranteeing compliance with the principles listed below within their own supply chain.

This Code of Conduct for Suppliers shall apply to all suppliers of the HEUNISCH Group globally.

## B. Compliance with Social Standards and Respect of Human Rights

### 1. Compliance with Internationally Accepted Human Rights

HEUNISCH expects its suppliers to commit to complying with internationally accepted human rights.

In their business activities, they shall respect no less than the following international human rights standards as minimum standards:

- United Nations' Universal Declaration of Human Rights;
- Core labour standards of the International Labour Organization (ILO).

### 2. Prohibition of Forced Labour and Slavery

HEUNISCH will not tolerate forced labour or slavery, whether in its own business or by its suppliers. Employees shall carry out any and all activities voluntarily and without coercion or any threat of punishment.

### 3. Prohibition of Child Labour

HEUNISCH will not tolerate child labour, whether in its own business or by its suppliers. Suppliers shall comply with the minimum working age in accordance with applicable government regulations. In the absence of national legislation, ILO core labour standards shall apply.

## 4. Fair Wages

HEUNISCH expects its suppliers to be conscious of their social responsibility to their employees and for their remuneration and working hours to be fair and appropriate. The suppliers shall grant their employees such social benefits as are laid down by law or in their employment contract.

## 5. Working Hours

HEUNISCH expects its suppliers to ensure that their employees are able to maintain a work-life balance and for the suppliers to comply with applicable national legislation regarding working hours. Employees shall be entitled to regular annual leave.

## 6. Freedom of Association

HEUNISCH expects its suppliers to maintain an open and constructive dialogue with their employees and employee representatives.

Employees shall have the right to collective negotiations and to form and/or join trade unions.

If, for political reasons, no trade unions are permitted in a country, the supplier must allow independent associations in another form. Suppliers must not discriminate against employees who act as employee representatives.

## 7. Prohibition of Any Form of Discrimination

HEUNISCH will not tolerate any form of discrimination and expects its suppliers to prohibit any kind of unequal treatment in their organisation, such as on the basis of sex, marital status, skin colour, social background, ethnic affiliation, nationality, religious affiliation, sexual orientation, disability, political beliefs or any other personal characteristics.

## 8. Health and Safety in the Workplace

The suppliers shall ensure that their employees work in a safe and healthy environment. They shall comply with health and safety regulations at their operating sites. Every supplier must introduce policies and procedures for health and safety in the workplace and make these known to its workforce so that accidents and occupational illnesses can be avoided.

## 9. Protection Against Attacks

HEUNISCH expects its suppliers to refrain from exercising any form of physical or psychological punishment on their employees. Inhumane treatment such as torture and abuse are strictly prohibited. Furthermore, there must be no unacceptable treatment of employees such as psychological abuse, sexual harassment and humiliation. No security services shall be hired or used where their deployment would lead to persons being treated inhumanely or in a demeaning manner, to persons being injured or to the freedom of association being impaired.

## 10. Protecting People's Access to Natural Resources

The suppliers must not violate legitimate rights to the use of land, forests or waters the use of which ensures the livelihood of people. The suppliers shall refrain from causing harmful changes to soil, water and from causing air pollution, harmful noise emissions and excessive consumption of water where this damages the health of persons, significantly impairs the natural resources for food production, or prevents persons' access to clean drinking water or sanitary installations.

## C. Compliance with Environmental Standards

### 1. Environmental Legislation

HEUNISCH expects its suppliers to comply with applicable national environmental legislation and other relevant national and international regulations for the protection of the natural environment.

### 2. Avoidance and Reduction of Environmental Pollution

HEUNISCH expects its suppliers to use the resources they require, in particular **materials, energy and natural resources**, effectively and to minimise environmental impacts.

This also applies to logistics/transport.

The continuing reduction of **greenhouse gases** must be ensured. **Emissions** in the production process are to be reduced, harmful emissions must be monitored and treated as far as possible before being released into the environment. **Air quality** in the suppliers' local area must not be negatively affected by their activities.

**Waste** shall be avoided or recycled as much as possible.

HEUNISCH suppliers shall use or develop processes for environmentally compatible **water** consumption. Any significant deterioration of **water quality** following its use shall be avoided.

### 3. Environmentally Compatible Products

When developing products and services, HEUNISCH suppliers shall ensure **energy efficiency** and a sparing use of natural resources. As far as possible, products should be suitable for **reuse, recycling or safe disposal**.

Products supplied to HEUNISCH shall contain no substances of high concern covered by the **REACH Regulation**. Any such substances must be reported to HEUNISCH in advance.

The suppliers shall, in consultation with HEUNISCH, use substitutes for any materials or purchased parts that do not meet the **RoHS specifications**. Where necessary, the suppliers shall issue an EU declaration of conformity regarding compliance with the RoHS Directive.

### 4. Compliance with International Conventions for the Protection of the Environment

HEUNISCH expects its supplies to comply with the provisions of international conventions for the protection of the environment, such as:

- the Minamata Convention on Mercury for the containment of emissions and releases of mercury
- the Stockholm Convention on Persistent Organic Pollutants (measures to eliminate or restrict the production and use of persistent organic pollutants)
- the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal.

## D. Business Ethics

### 1. Compliance with Statutory Provisions

We expect HEUNISCH suppliers to comply with applicable statutory provisions, to respect human rights and, in particular, to protect human dignity.

### 2. Prohibition of Corruption

HEUNISCH will not tolerate any form of corruption from its suppliers, such as bribery or the granting or acceptance of unlawful advantages to and from private individuals or public officials, whether directly or via intermediaries. This includes but is not limited to the arrangement (active bribery, granting of advantages) and acceptance (passive bribery, acceptance of advantages) of benefits intended for obtaining an unlawful advantage.

### **3. Fair Competition**

HEUNISCH expects its suppliers to comply with international and national legislation on safeguarding fair competition.

This includes the provisions on unfair competition and restrictive practices (antitrust) laws. Any arrangements with competitors on prices, terms of sale, volume limitations, territorial allocation, or bids for public tenders etc. are strictly prohibited.

### **4. Data Protection**

HEUNISCH expects its suppliers at all times to comply with data protection and information security legislation and official regulations for the collection, storage, processing, transmission and disclosure of personal information. Personal data must be reliably protected against unauthorised access.

### **5. Protection of Intellectual Property**

Suppliers shall protect the intellectual property of HEUNISCH, such as patents, trade marks, copyright, designs, trade secrets, prototypes, models and expertise, and shall respect the intellectual property of third parties. In particular, suppliers shall ensure that the products supplied to HEUNISCH do not violate the intellectual property of third parties.

### **6. Product Safety**

HEUNISCH products and services and the products purchased from its suppliers shall not endanger humans or the environment and shall meet the agreed and legally prescribed product safety standards. Suppliers shall communicate clearly any information about the safe use of their products.

### **7. Avoid of Hazardous Substances**

Substances the release of which poses a danger to humans and the environment shall be avoided. HEUNISCH suppliers shall maintain a hazardous substances management system for ensuring their safe use and transport, and their safe storage, recycling, reuse and disposal. Our suppliers shall demonstrate a responsible management approach based on the minimum allocation of resources principle.

## **8. Responsible Procurement of Raw Materials, Prohibition of the Use of Conflict Minerals**

HEUNISCH suppliers shall promote activities which ensure the responsible procurement of raw materials. The procurement and use of raw materials obtained unlawfully or through ethically objectionable or unconscionable measures shall be avoided.

The use of raw materials subject to embargoes or other import restrictions, such as conflict minerals, must be ruled out. Suppliers shall therefore undertake to identify these raw materials in manufactured products in the supply chain and to disclose the origin and procurement source of any raw materials used by them.

## **9. Subcontractors**

HEUNISCH suppliers shall make suitable contractual arrangements with their subcontractors to ensure compliance with the rules laid down in this Code of Conduct for Suppliers.

## **10. Management Systems**

HEUNISCH expects its suppliers to maintain management systems to ensure compliance with the principles set out in this Code of Conduct.

HEUNISCH favours suppliers implementing a quality management system in accordance with ISO 9001, an environmental management system in accordance with ISO 14001, a certificate as a specialist disposal firm (*Entsorgungsfachbetrieb*, EFB) or equivalent systems.

## **11. Export controls and economic sanctions**

HEUNISCH suppliers are obliged to comply with the export control regulations applicable to their business activities. In addition, the existing national and international regulations on economic sanctions and embargoes must be respected in all business activities.

## **12. Conflicts of interests**

HEUNISCH expects its suppliers to make decisions relating to business activities with HEUNISCH exclusively on the basis of objective criteria. Conflicts of interests in private matters or other economic or other activities, including those of family members or other related persons or organizations, must be avoided. Any conflicts of interest that may occur in relation to the business connection with HEUNISCH must be reported by the supplier.



## **13. Whistleblowing and protection from retaliation**

HEUNISCH expects its suppliers to provide a complaint mechanism that enables whistleblowers to report information about violations of laws and human rights as well as other abuses with negative effects related to the company. Suppliers prohibit all forms of retaliation and any reprisals against whistleblowers and ensure that the identity of the whistleblower is treated confidentially. Suppliers must appropriately investigate whistleblower reports and (if necessary) take corrective actions.

## E. Implementation

### **YOU Are Part of this Supply Chain – WE Count on Your Commitment!**

Upholding the principles of sustainable development in our supply chain is important to us.

You can accept the aforementioned principles or prove your commitment to these principles by your compliance with your own code of conduct or by your own company policy encompassing these standards.

Gießerei HEUNISCH GmbH reserves the right to carry out audits or assessments across the group to ensure that you comply with legislation, rules and standards, and will take appropriate measures with respect to the business relationship where there is cause for concern.

Gießerei HEUNISCH GmbH also reserves the right to terminate any relationship across the group if international principles are violated, if no measures are taken to remedy such violations or if systematic violations are apparent.

The supplier's acceptance of this Code of Conduct for Suppliers is hereby confirmed.

Place, date

Supplier's signature/company stamp

Please return the signed Code of Conduct for Suppliers to:

Gießerei HEUNISCH GmbH, Abteilung Einkauf,  
Hofmannstraße 25a, 91438 Bad Windsheim