

Supplier Code of Conduct

Preamble

Engesser GmbH is committed to ecologically and socially responsible corporate management. We expect the same behavior from all our suppliers. We also expect our employees to observe the principles of ecological, social and ethical behavior and integrate them into the corporate culture. Furthermore, we strive to continuously optimize our business activities and our services and products in terms of sustainability and call on our suppliers to contribute to this in the sense of a holistic approach.

For future cooperation, the contracting parties agree on the applicability of the following provisions for a joint code of conduct.

The Code of Conduct is based on national laws and regulations such as the Supply Chain Due Diligence Act (LkSG) as well as 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 Labor Standards of the International Labor Organization and the United Nations Global Compact.

For reasons of better readability, the generic masculine is used in this Code of Conduct. It is pointed out that the exclusive use of the masculine form should be understood regardless of gender. This is in no way intended to express gender discrimination or a violation of the principle of equality.

Compliance with laws and generally accepted standards

The supplier is obliged to comply with applicable laws and regulations of the countries in which it operates.

Combating bribery and corruption

Any form of corruption or bribery is to be avoided; both active bribery and passive form of bribery.

Exclusion of forced labour

Forced labor of any kind is prohibited. All work must be voluntary and carried out without threat of punishment. Employees must be able to terminate their work or employment relationship at any time. In addition, there must be no unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment and humiliation.

Child labour

Child labor of any kind is prohibited. Unless local laws set a higher age limit, no person of school age or under 15 years of age may be employed. Employees under the age of 18 are not allowed to carry out dangerous work and are only allowed to work at night to a limited extent in view of the requirements of their training.

Harassment

The personal dignity, privacy and personal rights of each individual must be respected. Employees must not be physically punished or physically, sexually, psychologically or verbally harassed or abused.

Fair pay

Remuneration for regular working hours and overtime must be in line with the national statutory minimum wage or industry minimum standards, whichever is higher. In any case, the remuneration for overtime must exceed the remuneration for regular hours.

Fair working hours

Working hours must comply with applicable laws or industry standards. Overtime is only allowed if it is voluntary and does not exceed 12 hours per week, while employees must be allowed at least one day off after six consecutive working days. The weekly working time may not regularly exceed 48 hours.

Discrimination

Discrimination against employees in any form is inadmissible unless it is based on the requirements of employment. This applies, for example, to discrimination based on gender, race, ethnic or social origin, skin colour, disability, health status, political opinion, ideology, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected.

Health and safety at work

The supplier is responsible for a safe and healthy working environment. By setting up and applying appropriate occupational safety systems, necessary precautionary measures are taken against accidents and damage to health that may occur in connection with the activity. Excessive physical or mental fatigue must be prevented by appropriate measures. In addition, employees are regularly informed and trained about applicable health and safety standards and measures. Employees are given access to drinking water in sufficient quantities as well as access to clean sanitary facilities.

Freedom of association

The right of workers to form and join organisations of their choice and to bargain collectively and strike must be respected.

Environmental protection

The supplier is obliged to comply with the regulations and standards for environmental protection that affect its operations. Environmental pollution must be minimised and environmental protection must be continuously improved. An environmental management system in accordance with ISO 14001 or an equivalent system must be established or applied.

Supply chain

The supplier is required to oblige its subcontractors to comply with this Code of Conduct as well.

Geisingen, June 2023