

Supplier Code

for external providers



Foreword

SABEU GmbH & Co. KG is expressly committed to the ten principles of the United Nations Global Compact. Thus, SABEU supports the fundamental principles in the areas of human rights, labor standards and environmental protection standards as well as the application of high ethical and moral business standards.

We expect our suppliers, service providers and partners, (hereinafter "Supplier") to share this commitment and to make reasonable efforts to promote compliance with the principles of this Supplier Code among their own suppliers and subcontractors.

Ecological sustainability

SABEU expects its suppliers to comply with all applicable laws and regulations, as well as internationally recognized standards for the protection of the environment.

The supplier undertakes to optimize the consumption of natural resources, including energy and water. Measures will be taken to prevent pollution and minimize the generation of wastewater, waste, and air emissions. Wastewater and waste will be appropriately labeled and treated prior to discharge or disposal in accordance with applicable laws and regulations.

All relevant laws and regulations on the handling, storage and disposal of hazardous substances are complied with, and their consumption is kept to a minimum.

Substance restrictions and product safety requirements stipulated by applicable laws, regulations and directives (e.g. RoHS and REACH) are complied with on a mandatory basis.

Integrity and compliance

SABEU expects its suppliers to comply with all applicable laws and regulations regarding corruption, bribery, fraud and prohibited business practices.

The supplier shall ensure that its employees and subcontractors do not offer or promise any advantages which are intended to obtain a contract or other preferential treatment in business dealings.

SABEU expects its suppliers to behave fairly in competition and to comply with national and international rules of antitrust law, trade control and trade restrictions such as embargoes or sanctions. The supplier shall neither participate in agreements with competitors in violation of antitrust law nor abuse a possibly existing dominant market position.

The supplier does not engage in money laundering activities and complies with the relevant legal obligations for money laundering prevention.

Social and ethical responsibility

SABEU expects its suppliers to recognize and undertake to respect the fundamental rights of their workers and to treat workers with dignity, respect and esteem. In particular, the supplier shall comply with the following provisions:

- 🌀 All employment is voluntary. Forced labor, forced prison labor, forced labor conscription or human trafficking is strictly prohibited.
- 🌀 The use of child labor is strictly prohibited in accordance with the provisions of the ILO and the United Nations Convention and national laws. Of these various laws, the one that imposes the strictest requirements must be applied in each case.
- 🌀 Supplier shall comply with all applicable laws prohibiting discrimination in hiring and employment on the basis of race, color, national origin, disability, physical condition, sexual orientation, medical condition, political affiliation, sex, age, appearance or association membership, potential parenthood, or any other characteristic protected by law.
- 🌀 The weekly working time may not exceed the maximum stipulated by law.
- 🌀 Employees' wages shall be at least equal to the statutory minimum wages or the minimum wages

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prescribed in the industry sector. Wage deductions as disciplinary measures must comply with the statutory provisions.

- 🔄 The use of conflict raw materials such as tin, tantalum, tungsten or gold is reported to SABEU, and measures are taken to avoid the use of such raw materials from conflict countries in the future.

Occupational safety and health

SABEU's suppliers undertake to employ their employees in a safe and healthy working environment and undertake to comply with accident prevention regulations and occupational health and safety regulations, which include in particular:

- 🔄 Regular information and training on occupational safety and handling of hazardous machinery and substances.
- 🔄 Conducting regular risk analyses of all business processes and workflows.
- 🔄 Taking appropriate countermeasures of identified potential hazards.
- 🔄 Providing protective equipment, and ensuring that it is used.

Conflict Minerals

SABEU's suppliers are committed to fully complying with the EU Conflict Minerals Regulation and not purchasing raw materials, assemblies or subcontracted parts that they know contain conflict minerals that directly or indirectly fund or benefit armed groups.

Binding nature of the Supplier Code

The points of this Supplier Code for external suppliers of SABEU GmbH & Co. KG must be complied with in a binding manner.

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Gez. Dennis Benkmann, Managing Director

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