

## **MAUSER Supplier Code of Conduct**

Sustainability is of key importance for our business and society and therefore a key element of MAUSER's values and leadership principles. We expect our suppliers to adhere to the Sustainability Principles as mentioned here.

### **Ethics**

Suppliers are expected not to practice or tolerate any form of corruption. They will not offer or accept bribes or other unlawful incentives to their business partners

Suppliers will conduct their business in line with fair competition and in accordance with all applicable anti-trust laws. Suppliers will safeguard and make only appropriate use of confidential information and ensure that all employees' and business partners' privacy and valid intellectual property rights are protected.

Suppliers will provide means for their employees to report grievances, concerns or potentially unlawful activities in the workplace. Any report should be treated in a confidential manner, investigated and corrective actions will be taken when needed.

### **Labor**

All employees will be selected and treated equally and not distinguished on the ground of race, ethnic origin, gender, religion or political beliefs, sexual orientation, disability or age. Discrimination and (sexual) harassment shall not be tolerated. Employers shall guarantee a safe workplace free of harsh and inhumane treatment, mental or physical coercion or abuse.

Child labor, forced labor and slave labor are completely unacceptable. Working hours shall not exceed the maximum set by the applicable national law. Wages and benefits shall meet any legal requirement according to local law to allow an adequate standard of living, and be paid in a timely manner. The freedom of association is appreciated and facilitated. Supplier shall offer employees ample training and educational opportunities.

### **Health and Safety**

Supplier shall strive to sell safe products for the own employees, customers, the general public and the environment.

Supplier is responsible for the employees' well-being. The supplier must provide a safe and healthy working environment that is appropriately controlled and maintained by work procedures, preventive maintenance and technical protective measures. The observance of safety regulations shall be monitored continuously and any inadequacies are remedied immediately. Safety programs must be in place for production processes. Potential emergency situations are identified and information and training to employees and other persons present is given to minimize risks and possible impacts of emergency situations.

## Environment

In developing, producing and delivering products, supplier attaches the greatest possible value to safety and environmental protection. Natural resources (materials, water, and energy) shall be used in an economical way. Negative impacts on the environment and climate are minimized or eliminated by means of material substitution, reuse and recycling. Suppliers will engage in reducing power consumption and greenhouse gas emissions. Systems shall be in place to ensure the safe handling, movement, storage, recycling, reuse and management of wastes, air emissions and wastewater and prevent accidental spills and releases.

## Management systems

Suppliers are expected to implement management systems to facilitate adherence to all applicable laws and promote continuous improvement with respect to the subjects mentioned on this page. This includes:

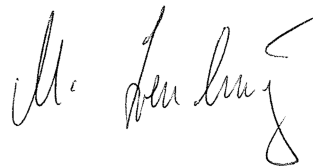
- Compliance with all applicable laws, regulations, contractual agreements and generally recognized standards (including those for quality, health, safety, environment). All required permits, licences and registrations are obtained, maintained and reported as required.
- Communication of these sustainability principles to their supply chain
- Allocation of appropriate resources to fulfil these principles
- Develop adequate documentation to demonstrate adherence to the Mauser Supply Code of Conduct and allow Mauser reasonable access to the document
- Identify and manage risks related to the subjects mentioned
- Establish appropriate training measures for the employees to gain appropriate knowledge and understanding of these Principles
- Continuously improve sustainability performance by implementing appropriate measures

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