



Code of Conduct for Suppliers and Customers of Wilhelm Humpert GmbH & Co. KG

We, Wilhelm Humpert GmbH & Co., have defined a Code of Conduct for our employees which regulates fundamental rules of conduct with regard to dealing with suppliers, customers, society and the environment. The benchmark we set ourselves is that every service connected with our end products is provided in accordance with the principles of this Code of Conduct. For this reason, we also expect our customers and in particular our suppliers to adhere to the values we practise. We expect that the principles of ecological, social and ethical conduct will be observed and integrated into the individual corporate culture. In addition, we strive to continuously optimise our business activities and our products in terms of sustainability, and encourage our customers to contribute to this in the interests of an integrated all-round approach.

With regard to their future cooperation, the contracting parties agree on the applicability of the following regulations to a mutual Code of Conduct. This agreement will apply as the basis for all future deliveries and services. The contracting parties undertake to comply with the principles and requirements of this Code of Conduct. This agreement will come into force when it is signed.

Ethics

We expect all parties to act ethically and with integrity in order to fulfil their social responsibilities.

Wilhelm Humpert GmbH & Co KG expects its suppliers and customers to refrain from, prohibit and apply a zero-tolerance approach to corruption, extortion, embezzlement and breaches of trust in any form.

Bribes or other illegal payments should neither be offered nor accepted.

We further expect that the employees of our company should not be offered any substantial gifts or other benefits for their personal enrichment.

Human rights

In its Universal Declaration of Human Rights of 10 December 1948, the United Nations made a clear commitment to human rights. These rights must be respected in full.

Compliance with the law

Compliance with all applicable laws, regulations and contractual agreements is the top priority in our business activities. This also means compliance with any international laws and regulations which apply to our business activities.

Health and safety in the workplace

Care must be taken to ensure that all employees have a safe and healthy working environment. The necessary precautionary measures should be taken against accidents and damage to health that may arise in connection with the working environment by the establishment and application of appropriate occupational safety systems. In addition, employees need to be regularly informed and trained about the health and safety standards and measures that apply. Employees must be provided with access to sufficient drinking water and clean sanitary facilities.

Risks (especially chemical, physical, mechanical and biological risks) should be identified and the appropriate measures taken to ensure the protection of workers in their workplace and in the surrounding infrastructure.

Working conditions

The well-being of our employees is of great concern to us. To ensure this, we attach great importance to the following points:

- Any form of discrimination based on gender, age, skin colour, ethnic origin, sexual identity, disability, religious affiliation or beliefs will not be tolerated. This applies both to new appointments and to existing employees.
- The special legal regulations relating to the employment of minors must be strictly adhered to. Child labour in any form is rejected unequivocally.
- The applicable regulations regarding working hours must be complied with.
- The remuneration of employees and other benefits for employees must be fair and must - as a minimum - comply with the applicable legal requirements as well as individual and collective labour law, in particular with regard to minimum wages.
- Any kind of forced labour is prohibited. This includes in particular the confiscation of parts of an employee's wages or documents. In addition, physical punishment, coercion, insults and the like are prohibited.
- Workers must be free to join workers' representative bodies or other associations.

Data security / data protection

Data security is of paramount importance to Wilhelm Humpert GmbH & Co. KG. It has a significant influence on the success of our business and our public image. We are aware of the high sensitivity of the personal data entrusted to us by our customers, suppliers and employees and protect it by handling it with care and trust. Each individual is responsible for ensuring the highest possible level of protection within the scope of his or her duties. We are supported in this by a large number of technical and organisational measures aimed at ensuring the confidentiality of personal data.

In addition to the technical and organisational measures used for data protection, every employee is obliged to protect the company's interests through his or her behaviour in this

respect. For this reason, sensitive information from and about our company is also not communicated unnecessarily to the outside world.

Environmental protection and sustainability

All applicable environmental laws and the corresponding ordinances must be complied with.

Responsibility for future generations is of great importance. For this reason, the economical use of available resources and the preservation of good environmental conditions are indispensable. Sustainable management practices must always be applied in all business activities.

Our partners are expected to continuously improve their sustainability performance through appropriate measures.

With your signature you declare that you will ensure the measures necessary for the implementation of the above points in your company. This also includes the ongoing monitoring of compliance and passing the relevant information on to the all the employees concerned.

Wickede, 01.06.2023

Wilhelm Humpert

Ralf Humpert

Wilhelm Humpert GmbH & Co. KG