

Code of Conduct for Suppliers



PREAMBLE

Krebs & Riedel stands up for ecological, ethical, lawful and socially responsible corporate management. We expect our employees to observe our principles and to integrate them into the corporate culture.

We also have this expectation of our suppliers and their suppliers and subcontractors. We also expect our suppliers to monitor their business processes with regard to compliance with the standards required by the Code using suitable management systems and to take appropriate measures in the event of deviations, and that they in turn ensure that these standards are also demanded of their suppliers.

The following Code of Conduct for Suppliers applies as the basis for all future deliveries. A violation of the Code of Conduct may be reason and cause for Krebs & Riedel to terminate the business relationship including all related supply contracts.

Compliance with law and order

Fair competition is very important to Krebs & Riedel. Suppliers must not engage in corruption, extortion, bribe or money laundering. We expect our suppliers to comply with applicable laws and to accept antitrust prohibitions or restrictions on competition. Should legal provisions or other regulations apply in individual countries in which the supplier operates that deviate from the requirements of the Code, the stricter requirements in each case must be complied with, provided this does not result in a conflict with national and international laws. Suppliers shall check whether their activities or those of their supply chains, are located in conflict-affected or other high-risk areas or are sourced from such areas. If this is the case, enhanced due diligence measures must be adapted to the specific context. In the case of resource flows, including gold, silver, tin, or tungsten, necessary monitoring steps must be taken. It must be possible to exclude that violent groups or actors profit from profits from the sale of such goods. This also applies to corporate and financing actions.

Whistleblowing and protection against retaliation

Everyone must take care to ensure that our values and ways of working remain intact and relevant. However, sometimes difficult situations arise where we question or believe something is wrong.

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The supplier should provide a whistleblower hotline or similar process for its employees so that violations can be reported without concern, confidentially and anonymously. Protection against retaliation for a whistleblower must be provided.

Wages, benefits and vacation

Suppliers shall pay their employees a wage or salary, including benefits, sufficient to meet basic needs. Applicable laws or collective bargaining provisions must be complied with, e. g. in the case of vacation, remuneration for overtime.

Sanctions compliance

In order to enforce compliance with international human rights standards and the non-proliferation of nuclear weapons, the containment of armed conflicts and the fight against terrorism, sanctions are imposed on individuals, organizations and countries that, for example, prohibit or regulate the supply of products. Through the established export control procedures and cooperation with customs and BAFA, the supplier actively ensures compliance with these regulations and sanctions.

Respect for trademarks and copyrights

Just as we expect no one to counterfeit our brand names and trademarks and affix them to products not manufactured by us, we also expect all suppliers to ensure that, for example, only original spare parts and licensed software are procured and used. Likewise, when protecting intellectual copyrights, care must be taken to ensure that photos and information copied from the Internet are generally subject to copyright and may only be used to the extent that the supplier is entitled to do so.

Human and employee rights / ethical recruitment / equal opportunities

Our suppliers support the internationally recognized human rights in their observance. Forced labor, human trafficking, serfdom, oppression and child labor are strictly rejected in any form. Young people may not be employed, even if the legal requirements of the respective country would allow this. Any form of discrimination is generally prohibited. This applies regardless of nationality, ethnicity, age, gender, sexual orientation, marital status, pregnancy, disability, religion, skin color or trade union membership. The rights of indigenous groups must also be respected and taken into account.

Harassment in any form, infliction of psychological and physical harm, abuse and intimidation are prohibited. Diversity, equality and inclusion - all employees are treated equally and with dignity and respect. Our suppliers maintain the same equal opportunities when looking for new employees and during their employment with the company. Future employees are neither cheated nor deceived about the type of work. Recruitment fees are never demanded and personal identification documents are never withdrawn or withheld. The supplier draws up written employment contracts in clear, understandable language and in a transparent manner. Termination of the employment contract is possible at any time in accordance with the applicable legal provisions.

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The supplier recognizes the right of its employees to join a trade union of their choice, to engage in collective bargaining and to hold meetings. Cooperation with employee representatives, trade unions is not be rejected.

Occupational health and safety

We expect our suppliers to provide a high level of health and safety for their employees. To this end, they comply with all applicable laws, directives and standards concerning health protection and occupational safety.

Conflict of interest

The supplier should ensure that conflicts of interest are avoided from the outset. If a conflict has already arisen, it must be resolved carefully and in accordance with the law. Conflicts of interest lead to doubts about the quality of the business decisions made and the trustworthiness of the person making such decisions.

Gifts or Donations

Our suppliers may offer gifts or donations to Krebs & Riedel employees if they are part of common practice and can be recognized as a courtesy or favor. These are promotional gifts bearing the supplier's logo, such as calendars or pens.

Compliance with accounting standards

Compliance with the rules and principles of proper accounting and tax and customs regulations is a matter of course, as is the maintenance of maximum transparency vis-à-vis external addressees such as banks, authorities and trade credit insurers or credit information agencies.

At the same time, suppliers shall ensure that they do not support unethical or illegal behavior by third parties.

Data protection

We treat the personal data of our customers, business partners and employees with the utmost care. No data may be collected or processed without legal authorization or the consent of the person concerned. All employees are obliged to contribute to security in order to protect against internal and external data theft. This naturally also applies to the misuse of passwords and unauthorized downloading of files.

We also expect corresponding compliance and behavior from our suppliers.

Land, forest, water rights, forced eviction - use of private or public security forces

Our supplier does not participate in the unlawful seizure of land, forests and waters during acquisition, development or other use. Land, forests and waters that secure a person's livelihood must not be taken away by forced eviction. The needs of local populations in particular must be taken into account. The preservation of natural resources should be particularly important to our supplier.

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When deploying private or public security forces, the protection of those affected from torture, injury and extensive violence must be ensured. Our supplier must expect the security forces to respect international human rights.

Environmental protection

A very important concern for Krebs & Riedel is the protection of the environment and the climate. We expect our suppliers to act carefully and responsibly. This includes waste avoidance, reduction of water and electricity consumption. Responsible chemical management based on the minimum principle is fulfilled by our supplier. Substances whose release poses a risk to humans and the environment are to be avoided. Safe use, transport, storage, reuse and disposal are a matter of course. The working environment is also an important aspect. Our suppliers create measures for their employees to maintain a healthy and a safe working environment. All necessary environmental permits, approvals or registrations are to be applied for or carried out. Air emissions resulting from operational processes must be routinely monitored. Continuous goal is to reduce greenhouse gas emissions and energy consumption. The use of renewable energy is highly valued by Krebs & Riedel. We expect our suppliers to comply with all applicable environmental regulations and to align their production as well as services with the idea of sustainability.

Responsible raw material procurement

Our suppliers ensure responsible sourcing of raw materials.

They are required to identify their raw materials in manufactured products in the supply chain and to disclose the origin to sources of supply of the raw materials they use.

Krebs & Riedel will review this Code of Conduct on a regular basis. Changes will be made if necessary. Our current version can be found at www.krebs-riedel.de.

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References:

The following references were used in the preparation of our Code of Conduct for Suppliers.

- Universal Declaration of Human Rights (UDHR) (Allgemeine Erklärung der Menschenrechte vom 10.12.1948) www.un.org/en/documents/udhr/index.shtml
- Children's Rights and Business Principles (Kinderrechte und Geschäftsprinzipien) <http://www2.ohchr.org/english/bodies/crc/docs/CRC.C.GC.16.pdf>
- UN Guiding Principles on Business and Human Rights (UN Leitlinien für Unternehmen und Menschenrechte) http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf
- UN National Human Rights Action plans <http://www.ohchr.org/EN/Issues/Business/Pages/NationalActionPlans.aspx>
- Übereinkommen der Vereinten Nationen gegen Korruption <http://www.unodc.org/unodc/en/treaties/CAC/index.html> 17. Freiwillige Prinzipien für Wirtschaft und Menschenrechte (www.voluntaryprinciples.org)
- ISO 14001 <http://www.iso.org/iso/iso14000> (Umweltmanagement)
- ISO 26000:2010 Guidance on Social Responsibility (Leitfaden zur sozialen Verantwortung) <http://www.iso.org/iso/home/standards/iso26000.htm>
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas <http://www.oecd.org/daf/inv/mne/GuidanceEdition2.pdf>
- OECD-Leitlinien für die Erfüllung der Sorgfaltspflicht zur Förderung verantwortungsvoller Lieferketten für Mineralien aus Konflikt- und Hochrisikogebieten www.oecd.org/corporate/mne/mining.htm
- OECD-Leitsätze für multinationale Unternehmen <http://www.oecd.org/daf/inv/mne/48004323.pdf>
- OHSAS 18001 (ersetzt durch <https://www.iso.org/standard/63787.html>)
- Rechte indigener Völkergruppen www.fao.org/3/a-i6190e.pdf
- Modern Slavery Act http://www.legislation.gov.uk/ukpga/2015/30/pdfs/ukpga_20150030_en.pdf
- UN Global Compact www.unglobalcompact.com
- UN Sustainable Development Goals <http://www.un.org/sustainabledevelopment/>
- Rio-Erklärung, Agenda 21 <https://www.unep.org/>
- Social Accountability 8000 www.sa-intl.org/