

**Jungbunzlauer**

# Supplier Code of Conduct

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# 1. Foreword from Executive Committee

At Jungbunzlauer, we hold ourselves to the highest ethical, social, and environmental standards. These standards reflect who we are and how we work, grounded in our belief that the way we do business is just as important as what we achieve.

To support this, we've put in place a clear and practical framework of policies, guidelines and principles that help each of us act with responsibility and purpose. These are more than rules — they are everyday tools shaped by our values of care, curiosity, collaboration and courage.

Compliance with all applicable laws and regulations is essential — it is the foundation of every responsible decision we make. This includes adherence to human rights principles, employment and environmental law, competition and anti-corruption law, product regulations, export controls and trade restrictions, financial and accounting standards, etc. We are also committed to fostering a fair, open and transparent business environment.

As a precondition to any and all business transactions, we expect the same high standards from our business partners. We value relationships with organisations that share our commitment to integrity and who take clear action when standards are not met.



We expect the same high standards from our suppliers as we set for ourselves.

# 2. Introduction

This Supplier Code of Conduct applies to all suppliers, contractors and other business partners (hereafter "Suppliers") who are in a business relationship with Jungbunzlauer. It is based on and refers to the Ten Principles of the United Nations Global Compact (UNGC).

Jungbunzlauer requires that all Suppliers act in accordance and compliance with this Supplier Code of Conduct. In addition, all Suppliers must comply with all relevant laws, regulations, and industry standards of the countries where they operate and with all obligations which arise from supply chain due diligence laws with respect to the protection of social and environmental obligations specified therein. Otherwise, the consequences could include anything from the termination of contract up to potential legal consequences.

It is within the responsibility of Suppliers to ensure that all their concerned employees are aware of this Supplier Code of Conduct.

Suppliers are expected to ensure that their business partners (i.e. suppliers, contractors or subcontractors) adhere to codes of conduct which are in all material respects equivalent to this Supplier Code of Conduct and that their business partners comply with all applicable local, national and international laws relevant for their respective business, including all obligations which arise from supply chain due diligence laws with respect to the protection of social and environmental obligations specified therein.

In case of any questions with respect to this Supplier Code of Conduct or in case of any doubts with respect to its interpretation or application, please contact your familiar procurement representative at Jungbunzlauer.

### 3. Social Responsibility

The following section is based on and refers to human rights principles, which include the United Nations (UN) Universal Declaration of Human Rights, International Labour Organization (ILO) Conventions and Recommendations, the UNICEF Children's Rights and Business Principles and the UN Guiding Principles on Business and Human Rights (UNGPs).

#### 3.1. Human Rights

Suppliers prohibit any form of modern slavery, including forced labour and child labour, and human trafficking within their organisation and supply chains. Child labour is considered as any activity not complying with ILO Minimum Age Convention 138, 1973, and ILO Worst Forms of Child Labour Convention 182, 1999. Suppliers have written procedures in place to verify the age of employees and to comply with all national laws regarding the employment of young workers. Suppliers have a zero-tolerance for land-grabbing and conduct their business in a manner that respects the rights and well-being of local communities.

#### 3.2. Diversity, Equity and Inclusion

Suppliers do not tolerate harassment, bullying or intimidation in any form. Suppliers provide fair and equal opportunities across all levels of their organisations. They do not tolerate discrimination in any form against any employee or applicant based on their nationality, ethnicity, religion, gender, age, sexual orientation, disability, union membership, political affiliation or any similar characteristic.

#### 3.3. Safety and Health

Suppliers are committed to provide a safe and healthy working environment for all their employees, contractors and visitors. They prioritise the safety and well-being of individuals, emphasising the prevention of accidents and injuries and the promotion of overall health.



A safe, inclusive and fair workplace is fundamental to every partnership.

#### 3.4. Fair Employment Standards

Suppliers respect the right of employees to freedom of association and their right to form labour unions. Suppliers are committed to comply with all applicable wage and hour laws and regulations and endeavour to pay local fair wages to all employees, allowing a decent standard of living for the employees and their families.

# 4. Business Ethics and Corporate Governance

## 4.1. Personal Conduct

Employees of suppliers avoid situations where their personal interests conflict or might conflict with the interests of their organisation. Employees of suppliers only exchange gifts and entertainment that are appropriate to the business relationship and small in monetary value.

## 4.2. Business Conduct

Suppliers do not tolerate bribery or any form of corruption and are committed to comply with all applicable anti-bribery laws. They do not offer, request, accept, or make any improper payments to or from suppliers, customers, or public officials. Suppliers are committed to uphold all applicable competition and anti-trust laws of all countries where they conduct their business. They do not tolerate, facilitate or support money laundering in any form. Suppliers are committed to uphold all applicable economic sanctions and embargoes imposed by the UN, the USA, the EU or by law.

## 4.3. Responsible Sourcing

Suppliers are committed to source goods and services responsibly from parties complying with applicable laws in a manner that emphasises ethical, social and environmental considerations.

## 4.4. Protection of Tangible and Intangible Assets

Suppliers keep their assets safe from loss and damage and use them only for their intended purpose. They are committed to maintain confidentiality, integrity and proprietary nature of all confidential information as well as intellectual property rights. Suppliers protect the personal data of their employees and third parties and treat such information with reasonable care. They are committed to uphold all applicable data protection laws, to conduct regular risk assessments and to implement robust cybersecurity measures.

## 4.5. Product Responsibility

Suppliers strive to adhere to stringent quality standards throughout the product life cycle. They seek to actively identify the risks associated with their products and the potential impact of their products and their packaging on people and the environment.

## 4.6. External Communication

Suppliers are committed to transparency and accuracy of their external communications and to use their corporate, business or personal channels appropriately. They ensure reliable reporting in line with mandatory requirements. Suppliers collaborate with governmental administrations and agencies for legal compliance.



Do the right thing — even when no one's watching.

# 5. Environmental Responsibility

The following section is based on and refers to environmental principles, which include global treaties on environmental protection such as the Montreal Protocol, the Basel Convention, the Convention on Biological Diversity, the Kyoto Protocol, the Stockholm Convention, the Minamata Convention, the Paris Agreement and all national regulations for environmental protection.

## 5.1. Climate Change

Suppliers implement initiatives that are aligned with global efforts to mitigate climate change. They continuously seek innovative solutions to reduce their carbon footprint.

## 5.2. Water

Suppliers are committed to use water responsibly at their production sites and throughout their supply chain. They continuously seek to reduce water usage, increase water recycling and return properly treated water to the environment.

## 5.3. Biodiversity

Suppliers support the protection of natural habitats, responsible land use and the prevention of activities that may harm biodiversity.

## 5.4. Circular economy

Suppliers strive to minimise waste in their operations.

## 5.5. Air pollution

Suppliers comply with all applicable legal limits of emissions to air and atmospheric pollution, and are committed towards minimising air emissions (NO<sub>x</sub>, SO<sub>x</sub>, etc.) and atmospheric pollution (odour, noise, light, etc.) from their operations.



Environmental responsibility is built into every step of our supply chain.

## 6. Monitoring and Verification

Jungbunzlauer expects all Suppliers to monitor their compliance with this Supplier Code of Conduct on a regular basis. Suppliers should establish a monitoring system with documented procedures and responsibilities.

If requested by Jungbunzlauer, Suppliers are expected to complete Self-Assessment Questionnaires (SAQs) or grant access to Jungbunzlauer or third parties under confidentiality agreements to undertake on-site audits for verification purposes.

## 7. Responsibilities and Review of the Document

The Supplier Code of Conduct has been approved by the Executive Committee of the Jungbunzlauer Group and is subject to a regular review at least every two years or whenever significant changes occur in operations, regulations, or other standards. Jungbunzlauer will inform Suppliers about any changes within the document and request to sign the latest version available.

## 8. Supplier Acknowledgement

You are kindly requested to sign this document and to return it to your Jungbunzlauer procurement representative.

The undersigned herewith confirms to have read and understood this Supplier Code of Conduct and commits to comply with the principles mentioned above.

**Supplier commercial name:**

**Place:**

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**Date:**

**Signature:**

**Name of authorised company representative:**

**Title of company representative:**

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**Date:**

**Signature:**

**Name of authorised company representative:**

**Title of company representative:**