

Code of Conduct for Suppliers of emz-Hanauer

This Code of Conduct defines the basic requirements placed on our suppliers of goods and services concerning their responsibilities towards their stakeholders and the environment. emz - Hanauer reserves the right to reasonably change the requirements of this Code of Conduct due to changes of emz Compliance program or other company rules. In such event emz - Hanauer expects the supplier to accept such reasonable changes.

The supplier declares herewith:

- **Legal compliance**
 - to comply with the laws of the applicable legal system(s).
- **Prohibition of corruption and bribery**
 - to tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.
- **Respect for the basic human rights of employees**
 - to promote equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
 - to respect the personal dignity, privacy and rights of each individual;
 - to refuse to employ or make anyone work against his will;
 - to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
 - to prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
 - to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
 - to comply with the maximum number of working hours laid down in the applicable laws;
 - to recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.
- **Prohibition of child labor**
 - to employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.
- **Health and safety of employees**
 - to take responsibility for the health and safety of its employees;
 - to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
 - to provide training and ensure that employees are educated in health and safety issues;
 - to set up or use a reasonable occupational health & safety management system.
- **Environmental protection**
 - to act in accordance with the applicable statutory and international standards regarding environmental protection;
 - to minimize environmental pollution and make continuous improvements in environmental protection;
 - to set up or use a reasonable environmental management system.
- **Supply chain**
 - to use reasonable efforts to promote among its suppliers compliance with this Code of Conduct;
 - to comply with the principles of non-discrimination with regard to supplier selection and treatment.
- **Competition and antitrust law**

- Suppliers of emz undertake to comply with the rules of fair competition and antitrust law within the framework of statutory regulations. A guideline should be the principles of emz.
- **Handling Information**
 - The protection of confidential, secret and personal data is a fundamental principle at emz. Also keeping confidential information is one of our fundamental rules and should also be kept by its business associates.
- **Reporting and Notification**
 - In order to protect employees, business associates, the environment and society, we consider it imperative that deviations from the principles of conduct set out in this Policy are reported immediately.
 - Reports can be sent by e-mail to compliance@emz-hanauer.com.

For further information see www.emz-hanauer.com