



Code of Conduct for supplier

Common principles of conduct for joint success

February 2025

electrovac.com

Preamble

For Electrovac, long-term cooperation, mutual obligations, sustainability, and social responsibility are important guiding principles. These principles are subject to special attention in the sourcing of raw materials, semi-finished products, finished products and services, and we also expect our suppliers to comply with them.

The following Electrovac Business Partner Code explains these expectations and describes the core principles that form the minimum standards for Electrovac Group business partners.

We look forward to building and expanding our business relationships according to these important considerations.

Salzweg, February 2025



Dieter Thumfart
Board of Directors electrovac AG

1 SCOPE

This CoC applies to all subsidiaries and business units of the undersigned company worldwide.

The undersigned company undertakes to promote compliance with the contents of this CoC also among its suppliers and in the further value chain within the scope of its respective possibilities and scope for action.

2 LAW AND RESPONSIBILITY

Compliance with the law

Regional, national, and international laws affecting the supplier's business must be fully complied with.

This also includes the payment of taxes and customs duties owed, compliance with the state of the art, obtaining necessary official approvals, and adherence to export control law.

3 FAIR AND FREE MARKET BEHAVIOR

Free competition

As a business partner, you will behave fairly in competition and comply with the applicable legal regulations that protect free competition.

Anti-corruption

Corruption and bribery will not be tolerated in the business relationship. Ensure that their employees, subcontractors, or agents do not offer, promise, or grant benefits to Electrovac Group employees with the aim of obtaining a contract or other preferential treatment in business dealings. These principles also apply insofar as our business partners cooperate with other third parties in connection with their work for Electrovac.

4 SOCIAL RESPONSIBILITY

Human rights | Forced labor | Child labor | Equal opportunities | Fair working conditions

Our business partners comply with basic employee rights based on the respective applicable national legislation. The following principles are based on the fundamental principles of the International Labor Organization (ILO).

As a business partner, you are obligated

- respect the dignity, privacy, and rights of each individual,
- not to employ or force anyone to work against his or her will; and not tolerate conduct, including gestures, innuendo or touching, that is in any way

sexually harassing, threatening violence, threatening, abusive or exploitative.

Fair working conditions

They shall provide fair working conditions and shall in particular,

- prevent discrimination in the workplace based on gender, age, ethnicity, nationality, religious affiliation, disability, union or political affiliation, or sexual orientation,
- respect workers' rights to freedom of association and collective bargaining,
- Not use or tolerate child labor that does not comply with applicable laws and regulations at any stage or in any area of your business,
- not to use forced labor, involuntary prison labor, or labor of victims of slavery or human trafficking, and to grant all employees the freedom to terminate their own employment upon reasonable notice,
- Pay their employees fairly and abide by all local wage agreements, collective bargaining agreements and collective labor agreements and/or, if such agreements do not exist, pay employees at least enough to meet their basic needs,
- ensure that working hours, including overtime, do not exceed the respective maximum limits permitted by law; in the absence of such provisions, weekly working hours, including overtime, should not exceed sixty hours and
- ensure that employees have at least one full day off per week.

Equal treatment and equal opportunities

As a business partner, you will not tolerate discrimination on the basis of skin color, gender, religion, age, nationality, social and ethnic origin, pregnancy, disability, ideology, sexual orientation or political and trade union activity, or on the basis of other characteristics protected by applicable law.

5 FRAUDULENT ACTIVITIES

Without exception, we will prosecute all fraudulent activities and actions.

Electrovac defines fraudulent activity as deception or breach of trust committed intentionally for profit or to gain an unfair or dishonest advantage. This includes the falsification of information, deliberate omissions, misrepresentation of facts and deliberate misuse of qualified resources or certifications, qualifications or authorizations. Fraudulent acts can be committed by individuals or ordered by superiors.

Whistleblower

All employees are required to report fraudulent actions accordingly. Without exception, unauthorized activities of which we become aware are prosecuted - a zero-tolerance policy applies. Depending on the case, there may be consequences under civil law, criminal law or labor law. Fraudulent activities and their effects are reported to all relevant parties, especially customers and authorities.

For reporting any breaches there is the central e-mail address hinweisgeber@electrovac.com available or by post (electrovac AG, Whistleblower - internal reporting office, Anglstraße 4, 94121 Salzweg).

All information received via the reporting office will be treated in strict confidence and in accordance with the requirements of the European guideline (EU) 2019/1937 (whistleblower guideline) and the applicable national laws.

6 OCCUPATIONAL SAFETY, HEALTH AND ENVIRONMENTAL PROTECTION

Safety in the workplace, the preservation and promotion of health, performance and job satisfaction, and the reduction of environmental pollution are central imperatives of entrepreneurial action.

Occupational safety - Health

You shall provide a safe and healthy workplace for all employees and conduct your business in an environmentally sustainable manner. As a business partner, you shall, as a minimum, comply with the respective national standards for a safe and hygienic working environment.

Environmental protection

As business partners, they avoid hazards to people and the environment, keep environmental impacts to a minimum and use resources sparingly. The processes, operating facilities and resources of our business partners comply with the applicable legal requirements and standards on fire safety and environmental protection.

7 BUSINESS SECRETS

As a business partner, they shall ensure that Electrovac's confidential information is kept secret and intellectual property is protected. This also applies after termination of the business relationship. Furthermore, our business partners comply with all applicable data protection laws and use third party software (including open-source software and firmware) only within the scope of rights granted and in compliance with the relevant license terms.

8 COMPLIANCE WITH THE CODE OF CONDUCT

As a supplier to Electrovac, you are required to comply with all relevant laws and regulations, the requirements of this Supplier Code of Conduct, and your contractual obligations to us.