

Supplier Code of Conduct

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1 UN Global Compact

By signing the UN Global Compact, cbs Corporate Business Solutions Unternehmensberatung GmbH (hereinafter referred to as "cbs") commits to sustainable business practices, to implementing the 10 principles of the UN Global Compact and to taking measures to support the Sustainable Development Goals (SDGs). We expect the same commitment from our suppliers.

The catalog of principles covers the areas of human rights, labor standards, environmental protection and anti-corruption. Accordingly, companies should:

- support and respect the protection of internationally asserted human rights and ensure that the company does not participate in human rights violations,
- advocate the elimination of all forms of forced and compulsory labor, the effective abolition of child labor and the elimination of discrimination in employment and occupation,
- prudently address environmental challenges, support initiatives to promote a more responsible approach to the environment and promote the development, implementation and spread of environmentally friendly technologies,
- take action against all forms of corruption, including extortion and bribery.

2 Legality / Compliance

2.1 *Applicable law as minimum standard*

Regional, national and international laws concerning the supplier's business activities must be adhered to.

2.2 *Human rights*

We expect our suppliers to respect the human rights of their employees just as much as we do ourselves. No employee of our suppliers may be discriminated against by the company or by other employees with regard to nationality, religion, age, ethnic origin, gender or sexual orientation. Child labor and forced labor are prohibited.

2.3 *Anti-corruption*

Integrity should be an integral part of our supplier's corporate philosophy. With this in mind, we expect from our suppliers to:

- refrain from bribes or other unfair methods to influence the public, public officials, the judiciary and representatives of other business partners.
- refrain from providing cbs employees with benefits in any way in order to positively influence business with cbs.
- refrain from activities that negatively affect free competition, including cartels and price-fixing agreements.
- honor international intellectual property rights.

2.4 *Antitrust law*

Our suppliers comply with all applicable national and international rules of antitrust law, trade control and restrictions, such as embargoes or sanctions, and behave fairly in competition. They neither engage in antitrust agreements with competitors, nor do our suppliers abuse their possibly existing dominant market position.

2.5 *Export control*

Our suppliers shall comply with the applicable export control and customs laws of the respective country in connection with the manufacture, international purchase and sale as well as the related import and export of goods and services.

2.6 *Money laundering*

Our suppliers must not engage in any form of money laundering or financial transactions for the purpose of money laundering.

2.7 *Data protection*

When collecting, processing and archiving data and information from our suppliers as part of the cooperation with cbs, the regulations of the General Data Protection Regulation (DSGVO) must be observed and complied with by the supplier and the protection of personal and confidential data must be ensured.

3 Occupational Safety

3.1 *Freedom of association*

Our suppliers respect the right of freedom of association of their employees within the framework of the respective applicable rights and laws.

3.2 *Occupational health and safety*

The health and safety of employees shall be given the highest priority by our suppliers and shall be ensured. The statutory occupational health and safety requirements must be observed by the supplier and work must be organized in accordance with the principles of prevention. Occupational safety and health protection constitute an integral part of all operational processes. Each employee of the supplier shall promote health and safety in his working environment and comply with local health and safety regulations. The supplier's managers shall instruct and support the employees in fulfilling this responsibility. The specifications of the working time laws are to be respected and maximum working hours as well as rest and break times are to be observed by the supplier.

3.3 *Fair wages / child labor / forced labor*

cbs complies with internationally recognized human rights standards and supports their observance. Any form of forced labor, slavery, human trafficking and child labor is prohibited.

cbs believes that only performance-related pay can permanently ensure the industrial peace and efficiency of companies. The local statutory minimum standards must be complied with. cbs' suppliers also ensure that the requirements are implemented.

3.4 *Discrimination and harassment*

Mutual respect for personal dignity, privacy and personal rights of each individual as well as a culture of responsible and respectful interaction is of great importance to cbs. Equal opportunities are to be ensured and any form of discrimination is to be prevented in all decisions regardless of gender, skin color, culture, ethnic origin, religious affiliation, world view, age, marital status, sexual orientation or disability. Suppliers of cbs shall comply with and implement these principles in the same manner.

3.5 *Safe whistleblowing option*

If suppliers of cbs suspect that cbs or other suppliers have violated regulations, laws or the cbs Supplier Code of Conduct, this suspicion must be reported to the cbs Compliance Team. In the event of violations, the cbs Compliance Team (compliance@cbs-consulting.de) must be notified.

A report should be made via the whistleblower system, which can be accessed via the following QR code:



In this case, a report can also be made anonymously. Alternatively, the cbs compliance team can be notified by e-mail (compliance@cbs-consulting.de).

Our business partners shall grant their employees the opportunity to report to cbs any criminal acts or violations of the Supplier Code of Conduct committed in the course of their activities during the business relationship that may have an impact on cbs.

We encourage our suppliers to also set up reporting channels for reporting compliance violations. If the supplier becomes aware of violations of this Supplier Code of Conduct in its supply chain, it must report this to cbs via the specified channels. Suppliers must check their business partners immediately if there are indications that they are not behaving in accordance with the rules.

Our business partners will not tolerate discrimination against anyone who reports violations of the principles set forth in this Supplier Code of Conduct.

4 Social Responsibility

4.1 *Environmental protection*

Pollution and damage to the environment are to be avoided in all phases of production and service provision.

We expect our suppliers to follow a specific environmental policy and to comply with all applicable laws and regulations for the protection of the environment in the course of their business activities.

Continuous efficiency improvement in the sense of conscious and careful use of resources is an important part of management and operational leadership. Waste of any kind and all emissions to air, water or soil shall be minimized, labeled and monitored.

When handling substances (agents, preparations and articles) that are to be classified as hazardous if released into the environment, their safe handling, movement, storage, reuse or disposal shall be ensured.

4.2 Barrier-free accessibility

Suppliers are urged to provide supplies and services that are as barrier-free as possible and can also be used by persons with disabilities. If accessibility standards apply to the supplies and services provided, suppliers are advised to also consider and comply with these standards.

4.3 Public welfare initiatives

We are committed to the common good at our sites and beyond. We expect our suppliers to do their part for the common good within the limits of their capabilities.

5 Transparent Business Relationships

5.1 Protection of information

Our suppliers shall always keep cbs's information confidential. The privacy of each individual and the confidentiality of non-public information are respected and maintained by our suppliers even beyond the business relationship at cbs. The protection of personal data of our employees, partners, customers and suppliers as well as the respect of national and international data protection regulations is a self-evident principle for us.

5.2 Avoiding conflicts of interest

We expect our suppliers to make business decisions exclusively in the interests of the company and to avoid conflicts of interest with private interests or other economic or other activities from the outset, including those of relatives or otherwise related persons or organizations. We expect our suppliers to provide benefits, invitations, donations or sponsoring only to the extent permitted by law.

5.3 Fair market conduct

cbs's suppliers and business partners must comply with locally applicable antitrust and competition laws. As cbs's business partners, they respect fair competition and comply with the prohibition on anti-competitive agreements with competitors and suppliers.

6 Review of Our Suppliers

We reserve the right to review our suppliers for compliance with the requirements of this Supplier Code of Conduct. Such a review can be carried out in particular in the event of reports of human rights or environmental risks via the whistleblower system.

7 Consequences of Non-compliance

Cbs attaches great importance to working in partnership with its business partners. In the event of minor violations of this Supplier Code of Conduct, the business partner is therefore generally given the opportunity to implement appropriate remedial measures within a reasonable period of time provided that the business partner is generally willing to remedy and improve the situation. In the event of serious violations, however, cbs reserves the right to take appropriate measures against the respective business partner.

cbs Corporate Business Solutions Unternehmensberatung GmbH

Heidelberg, den 28.11.2023



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