

SUSTAINABILITY
REGULATIONS FOR
SUPPLIERS



TURNING IDEAS INTO EXCITEMENT

The following sustainability provisions define standards and requirements of Eissmann Group Automotive for its suppliers.

In addition to this document, the valid requirements of the **EGA ZVEI-VDMA Code of Conduct** (Doc #002 in the current valid revision) also apply.

The sustainability provisions are based on internationally recognized principles of the United Nations Global Compact (<http://www.unglobalcompact.org>) and the applicable minimum standards of the UN's International Labor Organization (<http://www.ilo.org>).

Supplier agrees to comply with the following standards:

A: Standards on working conditions / personnel

A1: Wages and benefits, working hours

See: EGA ZVEI-VDMA Code of Conduct - Aspect "5 Remuneration and working hours".

A2: Child labor and young workers

See: EGA ZVEI-VDMA Code of Conduct - Aspect "6.1 Prohibition of child labor".

A3: Free choice of employment, prohibition of human trafficking, forced labor and modern slave labor.

The supplier categorically rejects any form of human trafficking, forced labor and modern slave labor. Employees must not be required to hand over your ID card, passport or work permit as a precondition for employment.

See also: EGA ZVEI-VDMA Code of Conduct - Aspect "6.2 Prohibition of Forced Labor".

A4: Freedom of Assembly, Freedom of Association and the Right to Collective Bargaining

See: EGA ZVEI-VDMA Code of Conduct - Aspect "6.3 Freedom of Association and Collective Bargaining".

A5: Health and safety

See: EGA ZVEI-VDMA Code of Conduct - Aspect "4 Health and Safety".

B: Business ethics standards and business principles

B1: Corruption, bribery and extortion

See: EGA ZVEI-VDMA Code of Conduct - Aspect "3.1 Corruption".

B2: Principles of Equality, Inclusion and Ethical Recruitment.

It is essential for successful cooperation that our suppliers also see and enforce the principles of equal treatment as an essential part of their corporate policy. Any kind of unequal treatment, disadvantage and discrimination as well as harassment and favoritism will not be tolerated. Interaction with other people must not be influenced, either consciously or unconsciously, by characteristics such as age, gender, marital status, race, caste, skin color, ethnic / social / national origin, physical characteristics / disability, trade union membership, political conviction, religion, pregnancy, sexual orientation or other personal characteristics. The protection of human rights and especially women's rights in the sense of equal rights for men and women is also ensured. Where possible, structures are created that enable every person - including people with disabilities - to be a valuable part of society.

See also: EGA ZVEI-VDMA Code of Conduct - Aspect "6.4 Promotion of Diversity, Equal Opportunities

B3: Complaint procedure and protection against retaliation

Retaliation is defined as a direct or indirect adverse management decision against individuals who have reported suspected misconduct (whistleblowing). Suppliers are expected to have processes and procedures in place at their companies to allow concerns and complaints to be raised or filed confidentially and without triggering retaliation.

B4: Privacy and data protection

See: EGA ZVEI-VDMA Code of Conduct - Aspect "3.5 Data protection".

B5: Intellectual property and plagiarism

See: EGA ZVEI-VDMA Code of Conduct - Aspect "3.4 Protection of information and intellectual property".

B6: Conflicts of interest

See: EGA ZVEI-VDMA Code of Conduct - Aspect "3.4 Protection of information and intellectual property".

B7: Safety and quality

All products and services must meet the contractually defined quality and safety criteria upon delivery and be safe to use for their intended purpose. Likewise, our suppliers undertake to report and disclose information immediately if the quality of the goods and services could be negatively affected.

B8: Export Controls and Economic Sanctions

Suppliers undertake to comply with the legal norms relevant for export control - in particular licensing requirements, export and support prohibitions - in the context of the transfer and export of the goods, to comply with applicable export control regulations and applicable economic sanctions for their business, and to provide correct and truthful information about them to customs and other authorities as required.

See also: EGA ZVEI-VDMA Code of Conduct - Aspect "3.6 Export control".

B9: Use of private and public security forces

The supplier does not tolerate unlawful behavior on the part of security personnel towards employees or third parties. The contracted security service providers are contractually obligated to uphold all internationally recognized human rights and associated environmental rights and ensure through appropriate specifications and measures that their service providers are advised accordingly and trained as required. The supplier excludes the use of security forces to interfere with freedom of association.

B10: Financial responsibility

Suppliers make a commitment to build business continuity plans for operations in a way that is conducive to our customers' and clients' business.

B11: Fair competition and antitrust law

See: EGA ZVEI-VDMA Code of Conduct - Aspect "3.2 Fair Competition".

B12: Conflict Minerals Reporting

The supplier confirms that no conflict minerals are sourced and processed, no conflict resources are used and no conflict raw materials such as: Tin, Tantalum, Tungsten - incl. their ores, concentrates, gold, cobalt, mica (group of minerals which belongs to layered silicates) diamonds, oil, precious woods, drug raw materials, natural rubber, cotton or cocoa are processed, thus the production process is DRC conflict free. This means that the supplier confirms to source 3TG minerals as well as cobalt and mica exclusively from smelters respectively producers whose due diligence practices have been independently verified. Furthermore, the supplier confirms that no human rights or international law violations are accepted in this context. Finally, the supplier confirms that no mineral resources, raw materials, or other goods cultivated or mined in conflict regions are processed in the production process. At the request of Eissmann Group Automotive, the supplier shall immediately provide the corresponding reports on 3TG minerals gold, tin, tungsten, tantalum (CMRT report) as well as cobalt and mica (EMRT report).

C: General environmental standards and environmental compatibility

C1: General environmental responsibility, environmentally friendly production and products, decarbonization.

Eissmann Group Automotive is committed to integrated environmental protection. This means that the effects of production processes and products on the environment are assessed in advance and included in business decisions. In doing so, production processes and products are to be designed in a resource-saving and environmentally compatible manner from a holistic point of view.

The supplier will act in accordance with the precautionary principle with regard to environmental protection, take initiatives to promote greater environmental responsibility and encourage the development and dissemination of environmentally friendly technologies. It will ensure a high level of environmental protection at all stages of production. This will include a proactive approach to prevent or minimize the consequences of accidents that may have a negative impact on the environment. Particular importance will be attached to the application, monitoring and further development of technologies that save water and energy and reduce air pollution (improving air quality). Implementation will be through the use of strategies and plans for noise and emission reduction, reuse and recycling.

The minimization of greenhouse gas emissions is to be strived for (e.g. by using green electricity and the use of secondary or biomaterials) and the supplier is also expected to create transparency about its own emissions as well as those in the upstream supply chain and to commit to further reduction targets in the supply chain.

All products manufactured along the supply chain must meet the environmental protection standards of your respective market segment. This includes all materials and substances used in production. Chemicals and other substances that pose a hazard if released into the environment must be identified. Hazardous substance management must be established for you so that you can safely handle, transport, store, recycle or reuse and dispose of them through appropriate procedures.

Suppliers of production material are obligated via our quality assurance agreement to continuously and efficiently improve the environmental situation in accordance with international environmental management standards such as DIN EN ISO 14001 or EMAS (Eco-Management and Audit Scheme), as amended. This applies for the entire duration of the business relationship with Eissmann Group Automotive. Corresponding certificates must be presented and renewed in good time before expiry of the period of validity.

Eissmann Group Automotive is also committed to halting the deforestation and conversion of natural ecosystems in supply chains, thereby positively impacting biodiversity. We expect the supplier to protect natural ecosystems and not to contribute to the alteration, deforestation and degradation of natural forests and other natural ecosystems. Suppliers commit to comply with applicable animal welfare regulations and laws.

Eissmann Group Automotive respects applicable local, national, international and traditional land, water and resource rights. In particular, the rights of indigenous peoples and local communities shall be respected, promoted and protected throughout the supply chain in accordance with the "United Nations Declaration on the Rights of Indigenous Peoples". In this respect, the supplier undertakes not to participate in land grabbing. The supplier must also comply with the prohibition of unlawful forced eviction of land, forests and waters when acquiring, cultivating or otherwise using land, forests and waters that serve as a person's livelihood. For Eissmann Group Automotive, ecological responsibility means protecting finite resources through prudent and efficient use. Accordingly, the supplier must comply with all national and international environmental standards and laws applicable to its operating sites. Eissmann Group Automotive also expects the supplier to refrain from harmful changes with regard to soil, water and air pollution, as well as harmful noise emissions or excessive water consumption.

C3: Creation of recycling and disposal concepts for the delivered products.

In connection with the End-of-Life Vehicles Ordinance, the supplier is obliged to ensure the following:

- Preparation and transmission of a component-related concept for drainage and removal of pollutants
- Compliance with the VDA 260 labeling standards for materials and components.
- Provision of a recycling concept for selected supplier parts after coordination with Eissmann Group Automotive.
- Highest possible recycled content in plastic components and use of renewable raw materials after consultation with Eissmann Group Automotive.

C4: Confirmation / compliance with substance bans

Substances that are subject to legal restrictions or prohibitions may only be contained in the delivered materials or parts in accordance with these regulations (e.g. Chemicals Prohibition Ordinance, End-of-Life Vehicles Ordinance, REACH Ordinance). Eissmann Group Automotive assumes that the supplier is aware of and will comply with the obligations under these regulations. Therefore, the supplier must ensure the following:

Provision of correct and complete IMDS (International Material Data System) material data sheets is to be ensured free of charge for all new and modified parts as well as for all substructure parts and / or included operating materials identified as spare parts in the spare parts system. Incorrect Material Data Sheets (MDB) will be rejected and must be corrected. MDS not provided so far can be requested subsequently.

Registration, non-registration and notification of substances: The supplier shall ensure that substances, substances in preparations and substances in articles requiring registration are only supplied to Eissmann Group Automotive if they are registered for use at Eissmann Group Automotive in accordance with Regulation 1907 / 2006 / EC. He shall ensure in the same way that substances in delivered articles for which notification is required have been notified by him or - if the article has not been manufactured or imported by him - by a pre-supplier or alternatively the substance has been registered for the intended use. If substances subject to registration are not registered or substances of Regulation 1907 / 2006 / EC are not approved for the contractually intended uses at the time of delivery or a required notification is missing, the supplier is obliged to contact the REACH contact person of Eissmann Group Automotive immediately.

C5: Regulation for substances listed in the REACH Regulation

The provisions set forth in this regard in the Terms and Conditions of Purchase of Eissmann Automotive Deutschland GmbH (VI 1.) shall apply.

If the use of substances covered by the REACH Regulation is unavoidable, this is only permissible if it has been approved in advance in writing or in text form by the person responsible for the component. The supplier must prove to the person responsible for the component that he or one of his upstream suppliers has submitted an application for approval for the required use. Otherwise, the supplier must initiate further measures to ensure that the requirements of the REACH Regulation are met. If no alternatives exist, this must be agreed with Eissmann Group Automotive.

D: Implementation of sustainability requirements in the wider supply chain

The supplier includes the content of these Eissmann Group Automotive sustainability requirements in its sustainability standards, passes them on to its suppliers and obligates them to implement them. This ensures compliance with these requirements in the supply chain.

E: Indications of violations

We provide our business partners with access to a protected mechanism to confidentially report potential violations of the provisions of this document.

In accordance with the German Supply Chain Due Diligence Act, we also require you to report any form of violations of human rights and environmental prohibitions described in the Act in our company and supply chain.

If you have a tip, please contact the following person/office directly or anonymously.

Dr. Frank Straile, Christian Mehrer; Compliance Management

Name of the contact / the job

compliance@eissmann.com, +49 7125 9373 2000, www.eissmann.com/compliance

Contact information (e-mail address, phone number)

Sustainability regulations for suppliers



Bad Urach, 16.08.2023

A handwritten signature in black ink, appearing to read 'i.v. Frank'.

Andreas Frank

Vice President Global Purchasing

A handwritten signature in blue ink, appearing to read 'i.v. Beck'.

Ingo Beck

Head of Supplier Quality Management