

CODE OF CONDUCT

FOR SUPPLIERS OF THE CRONIMET Holding Group

Preamble

The CRONIMET Holding Group is committed to entrepreneurial, socially and ecologically responsible corporate management. We act in accordance with the law, we rely on fair competition, reject corruption and comply with cross-border trade regulations. We also observe ethical guidelines based on the principles of the UN Global Compact, the ILO Conventions, the Universal Declaration of Human Rights of the United Nations, the UN Conventions on the Rights of the Child and the OECD Guidelines for International Business.

We expect our Suppliers to be willing and committed - also on behalf of their subsidiaries - to respect and obey the CRONIMET Code of Conduct. The Suppliers undertake to comply with the following principles and requirements of the Code of Conduct for Suppliers of the CRONIMET Holding Group (hereinafter "Code of Conduct") worldwide and / or locally and to require the same from their suppliers.

Corporate Responsibility

All business dealings and decisions must be made in accordance with the applicable legal systems of the countries in which the Supplier operates.

I. Corruption (bribery, corruption, gifts and other benefits)

The Supplier undertakes to strictly separate the interests of the employees involved on both sides in dealing with business partners (e.g. customers, suppliers) and state institutions. Actions and (purchase) decisions are made free of extraneous considerations and personal interests. The applicable corruption criminal law must be observed. Among other things, the following should be noted:

- › offering, giving, promising, demanding or accepting or making a promise of a grant, whether in the form of money, or granting any other benefit (in kind, monetary, such as payments and loans, including the granting of small gifts through a extended period of time), on or from third parties, is strictly prohibited. This is generally not the case with gifts and invitations that are within the framework of customary hospitality, custom and courtesy;
- › This prohibition is valid worldwide;
- › The ban applies to all its employees, legal representatives and agents; and
- › Covers business with third parties, including public officials (such as civil servants or public employees) and corporations, individuals, employees of other companies, agents or any other person.

II. Maintaining fair competition (antitrust law)

The supplier respects the fair competition against its competitors. Therefore, the Supplier shall comply with applicable laws protecting and promoting competition, including applicable antitrust laws and other competition laws. In dealing with competitors, these rules prohibit, in particular, collusion and other activities that affect prices or conditions, allocate sales territories or customers, or unduly hinder free and open competition.

III. Working conditions

The Supplier shall pay all employees in accordance with the collective bargaining rules applicable, in the respective legal systems, including minimum wage, overtime and the statutory social benefits. The Supplier must also respect workers' rights to freedom of association and to free participation in trade unions, employee representation and participation in works councils in accordance with local legislation.

Social responsibility

IV. Human rights and child labor

The Supplier respects and supports compliance with internationally recognized human rights. This includes, among other things, the rejection of forced labour. In particular, the Supplier undertakes not to hire workers who cannot prove a minimum age of 15 years. In countries covered by ILO Convention 138 Art. 2.4 under the exception for developing countries, the minimum age may be reduced to 14 years.

V. Discrimination

The Supplier undertakes to oppose any form of discrimination within the framework of the applicable legal system. This refers in particular to discrimination against employees based on sex, race, disability, ethnic or cultural origin, religion or belief, age or sexual orientation.

VI. Health / safety of employees

The Supplier guarantees occupational health and safety at the workplace in accordance with national regulations.

Ecological responsibility

VII. Environmental protection

The Supplier observes environmental protection with regard to legal standards and international standards. Environmental impacts are to be minimized and the continuous improvement of environmental protection is sought.

Notice and consent

We have obtained the Code of Conduct for CRONIMET Suppliers, as of 2019, and hereby agree to comply with the principles and requirements of this Code of Conduct, in addition to our obligations under the CRONIMET Supply Agreements.

Contact for further questions

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