

Code of Conduct for Suppliers of the Patterer GmbH



1. Policy

We are committed to complying with established ethical and business standards as well as all relevant laws and expect the same from our suppliers and partners, with whom we aim to maintain fair relationships at all times.

2. Compliance with legal regulations

The Supplier must comply with country-specific laws and regulations. If the legal requirements are less extensive than the rules of conduct specified in this Code, the supplier shall comply with the requirements specified here.

3. Human and labor rights

The Supplier shall treat its employees with dignity and respect and shall comply with human rights.

This means:

- no tolerance of child labor, forced labor and modern slavery, and compliance with legal and local customary working conditions.
- preventing coercion and discrimination against employees and tolerating employee associations (within the legal framework)
- adequate remuneration of all employees (consideration of locally applicable salary regulations and/or collective labor agreements). If there are no such regulations, the wage should be sufficient to cover basic needs and to build up modest assets.
- not to reduce wages for disciplinary reasons (subject to any other legal regulation)
- working hours, including overtime, shall not exceed the maximum working hours permitted by law. In the absence of such regulations, working hours shall not exceed 60 hours per week and each week shall include at least one day off.

4. Occupational safety and environmental protection

The health, safety and well-being of our suppliers' employees are important to us, as is environmental protection.

Therefore, we expect our suppliers to:

- identify health risks, analyze potential hazards and respond appropriately.
- provide suitable and functional protective equipment and regular instruction in its use.
- provide clean sanitary facilities and clean drinking water.
- identify all substances used. These must be labeled and should be reduced as far as possible. Proper disposal must be ensured.
- identify, control and reduce the consumption of natural resources and air emissions that are harmful to the environment.
- obtain all necessary environmental permits and to comply with all environmental regulations.

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5. Material Compliance

Patterer undertakes to comply with all applicable regulations relating to prohibited hazardous substances (e.g. RoHS, REACH) and conflict materials (RMI) and to meet corresponding requirements of its customers. The Supplier shall ensure that all regulations applicable in the country of export and import are complied with when delivering its goods to Patterer.

6. Ethical Business Conduct

We adhere to ethical standards in all our activities and accordingly our suppliers shall also adhere to them in all their activities.

The Supplier undertakes in particular to:

- comply with the applicable anti-corruption laws.
- respect rights to immaterial things and to take measures to adequately protect such confidential customer information.
- inform Patterer of possible conflicts of interest.
- comply with internationally applicable trade and import/export regulations.

7. Investigations

In order to ensure and verify compliance with all the rules of conduct set out in this Code, the Supplier undertakes to keep all the necessary documents and to disclose them to Patterer upon request. Patterer reserves the right to audit the Supplier's activities and production facilities at its own expense and after reasonable advance notice. If the results of such an audit or investigation reveal that the Supplier is not complying with its obligations under this Code, the Supplier undertakes to take the necessary measures immediately. Patterer shall support the Supplier as far as possible to achieve this goal. Violations of rules of conduct may result in claims for damages, temporary suspension or termination of the business relationship between Patterer and the Supplier.

8. Declaration of acknowledgement and conformity

The Supplier indicated below acknowledges that it has read and understood the Code of Conduct. The Supplier undertakes that he will comply with it at all times.

Supplier/Stamp: _____

Name/Position: _____

Location, date: _____

Signature: _____