

Standard-Metallwerke GmbH are aware of their social and entrepreneurial responsibility. Standard-Metallwerke GmbH comply with legal requirements as well as ethical and moral standards. In doing so, Standard-Metallwerke GmbH also get involved on a social and cultural level in order to support a sustainable co-existence. For this purpose, Standard-Metallwerke GmbH have imposed their own code of conduct on themselves which includes guidelines for a responsible behaviour of all employees.

Standard-Metallwerke GmbH would like to promote their principles of conduct all along the value-added chain. In order to achieve this, Standard-Metallwerke GmbH expect their suppliers to comply with the following minimum standards and to work towards the fact that said standards will be complied with by the complete supply chain.

These **principles** particularly include but are not limited to:

**1. Respect for Human Rights**

The international human rights are to be respected and protected.

**2. Prohibition of Child Labour**

The prohibition of child labour is to be complied with. As far as juvenile labour is concerned, the applicable legal protective regulations have to be complied with.

**3. Prohibition of Forced Labour**

Any kind of support and implementation of forced labour and slavery is to be refrained from.

**4. Respect for Employee Matters**

Fundamental employee matters are to be complied with on all levels and required measures are to be taken. This particularly includes measures concerning the support and safeguarding of employees' health, safety at the workplace, compliance with minimum wage legislation, freedom of association and a non-discriminatory work environment.

**5. Compliance with Data Protection Regulations**

Personal and confidential data of employees, clients, suppliers and other persons involved are extremely sensitive. They have to be protected in accordance with applicable data protection regulations and in compliance with existing confidentiality agreements.

**6. Fight against Corruption and Bribery**

Corruption, bribery and blackmailing will not be tolerated. Following the United Nations (UN) Convention against corruption and applicable national regulations referring thereto you will have to ensure that any kind of corruption will be refrained from and inhibited. Invitations and presents are only permissible to an appropriate acceptable extent and must not result in the interference with a business relationship. Any kind of a conflict of interest is to be avoided.

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## 7. Compliance with Competition Acts

Applicable national and international competition acts are to be complied with. Special attention is to be paid to the principles of a fair competition and to the prohibition of agreements resulting in distortions of competition.

## 8. Environmental Protection

Applicable environmental protection requirements and substance prohibitions are to be complied with. Moreover, measures are to be taken which are required in the scope of global and social responsibility and which support environmental protection in general.

## 9. Avoid the Use of Conflict Minerals

Measures have to be taken which avoid the use of conflict minerals, i.e. minerals which are extracted directly on the basis of or with the acceptance of human rights violations.

Standard-Metallwerke GmbH reserve the right to let suitable persons sworn to secrecy (e.g. auditors) check the compliance of these principles in the scope of the usual or contractually agreed supplier audits. In the case of a specific suspicion of violation, Standard-Metallwerke GmbH will be entitled to carry out an audit or have it carried out - even unscheduled - with appropriate prior notice and during the normal office hours.

When a supplier culpably violates any principle of this Supplier Code of Conduct, Standard-Metallwerke GmbH are entitled to demand that the violating activity will be refrained from, unless such violation is insignificant. When a reasonable deadline elapses fruitlessly and does not result in the behaviour adaptation requested, Standard-Metallwerke GmbH will be entitled to terminate the respective contract with immediate effect.

The suppliers' aim will be that their respective group companies accept and comply with this Supplier Code of Conduct and carry forward the principles included therein.

Standard-Metallwerke GmbH regard this Supplier Code of Conduct and the principles included in it as a continuous process (of improvement) which requires reasonable effort of all parties involved in order to continue to achieve the desired results in future.