

Code of Conduct for business partners of KME SE and all companies under its direct or indirect controlling influence

KME SE, and the companies of which KME SE has direct or indirect controlling influence, expect their business partners to comply with the principles below which are based on globally established standards such as, in particular, the “United Nations Global Compact”, the “UN Guiding Principles on Business and Human Rights” and the “OECD Guidelines for Multinational Enterprises”.

The business partner hereby makes a binding commitment:

- to comply with all statutory regulations of the applicable legal system, in particular (but not conclusively) applicable provisions of legislation governing competition, anti-trust, trade restrictions, data protection, working time, minimum wage and environment.
- to actively ensure compliance with fundamental rights. This includes granting and promoting equal chances and equal treatment of all employees (irrespective of skin colour, ethical or social background, race, nationality, sexual orientation, political and religious beliefs or views, sex, age, disability, trade union membership, physical characteristics and/or appearance) as well as respecting the dignity, privacy and general privacy rights of each individual employee, prohibition of forced labour, torture, sexual harassment as well the right to establish an employee organisation.
- to respect the prohibition of child labour, i.e. not to employ any person who has not reached the minimum age according to ILO Convention 138.
- to take measures ensuring health and safety of employees, and to train employees accordingly in order to reduce the risk of occupational illnesses and accidents.
- to comply with applicable statutory regulations of environmental legislation as well as the international standards relevant in this connection.
- to take appropriate precautions to avoid use of raw materials which directly or indirectly finance armed groups violating human rights.
- to neither advise, tolerate nor participate (irrespective of directly or indirectly, actively or passively) in any measures which may lead to corruption and/or bribery. This also includes not offering or granting illegal benefits to anyone, or requesting or accepting them from anyone in order to gain a personal advantage or to create dependencies or conflicts of interest. Regulations applicable in the respective legal system are adhered to.
- to comply with applicable statutory regulations on anti-money-laundering as well as the international standards relevant in this connection.
- to respect property (including intellectual property) of third parties and adopt cyber-security measures.
- to promote compliance in his supply chain with the principles laid out in this “Code of Conduct for business partners of KME SE and all companies under its direct or indirect controlling influence”.

The business partner is aware that KME SE and the companies under its direct or indirect controlling influence reserve the right to adjust these principles to changing requirements of the aforementioned international standards, and that they expect such adjustments, within reasonable limits, to be accepted.

The business partner fundamentally agrees with this.

The business partner is aware that KME SE has adopted a whistle-blowing system to report any concerns regarding facts that may constitute a breach of the above-mentioned principles by use of the following email address: ombudsman@thielvonherff.de or, alternatively, by telephone (+49 521 557 3330 or +49 151 5823 0321) or by use of the following access: www.report-tvh.de.

The business partner hereby declares his unconditional agreement with the requirements/content of this “Code of Conduct for business partners of KME SE and all companies under its direct or indirect controlling influence”.

....., On

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Company stamp

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Name/first name in block letters

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Signature