

Supplier Code of Conduct

Dear Ladies and Gentlemen,

As a globally operating company, it is our obligation to ensure the consistently good quality of our products and services, to guarantee safety and to reduce the impact on humans, animals and the environment in the process. We also orient our business activities and our dealings with our business partners, employees and all other parts of society towards fair, ethical and legally correct conduct.

As our products and services are, to a large extent, provided by suppliers, service providers, lessors and other external providers, hereinafter referred to as "suppliers", we are not only measured by our own actions. Inevitably, we also look at our immediate supply chain and how we can ensure that it meets our standards.

The Supplier Code of Conduct addresses compliance with fundamental human rights as set out in the United Nations Charter, a commitment to uphold the law, act with integrity and strive to protect our environment and resources through sustainable business practices.

As a matter of principle, the AFT Group ensures that the criteria in the following chapters are reviewed and evaluated as part of our quality management in accordance with DIN EN ISO 9001:2015. In order to enable the selection of potential partners and to make the qualitative development of long-term suppliers visible, we use a supplier evaluation tool based on our specific requirements.

Only by extending our requirements to the entire supply chain can the AFT Group ensure that basic human rights, fair working conditions, occupational safety, environmental protection and energy efficiency are consistently embedded throughout the supply chain. Therefore, every direct supplier is encouraged to audit their supply chain to the same standard and to provide true and honest information.

Only by acting together can we hold on to long-term success, build on it and continuously work on improvements.

Table of Contents

1.	Corporate responsibility	3
1.1	Applicable law as a minimum standard	3
1.2	Export control and economic sanctions	3
1.3	Prohibition of criminal acts	3
1.4	Information and data protection	3
1.5	Disclosure of records and information.....	3
1.6	Trademarks, plagiarism, and intellectual property	3
1.7	Antitrust law.....	4
1.8	Money laundering and financial responsibility.....	4
1.9	Conflicts of interest.....	4
1.10	Whistleblowing and protection against retaliation	4
1.11	Ethical Recruitment Principles	4
1.12	Standards along the supply chain	4
2.	Social responsibility	5
2.1	Reasonable working hours.....	5
2.2	Prohibition of child labor.....	5
2.3	Prohibition of slavery, forced labor and torture	5
2.4	Right to freedom of assembly	5
2.5	Right to reasonable remuneration	5
2.6	Right to equal opportunities and anti-discrimination	5
2.7	Protection against unlawful land seizure and eviction.....	5
2.8	Accident prevention and healthy workplace	6
2.9	Diversity, equality and inclusion	6
2.10	Use of private or public security forces	6
3.	Ecological responsibility.....	6
3.1	Material procurement principles	6
3.2	Dealing with natural resources	6
3.3	Energy use and energy efficiency	6
3.4	Climate protection and decarbonization.....	6
3.5	Animal and species protection	6
3.6	Land, forest and water protection.....	7
3.7	Air quality	7
3.8	Waste prevention	7
3.9	Compliance with international conventions	7
3.10	Soil quality.....	7
	Contact	7

1. Corporate responsibility

The AFT Group has comprehensive requirements for its suppliers. This includes compliance with laws, regulations and standards. As a matter of principle, contractual obligations are to be adhered to. Any form of deception or evasion is to be refrained from. The legal system is the foundation of all business activities, without which there can be no orderly and fair competition.

1.1 Applicable law as a minimum standard

We require our business partners to comply with the basic legal framework. In doing so, the territorial sovereignties in which business is conducted must be taken into account. The regulations of the federation or respective countries pertaining to the trade in goods and services are to be applied.

1.2 Export control and economic sanctions

The regulations of foreign trade law are taken into account. The supplier is able to document imports and exports in a comprehensible manner. No attempts are made to undermine applicable economic sanctions and embargoes on goods, software, services and technologies. Nor are prohibitions on transactions illegally circumvented. This includes the involvement of third parties. There shall be no facilitation payments to offices and authorities.

1.3 Prohibition of criminal acts

We expect our suppliers to never engage in activities based on fraud, extortion, theft, corruption, embezzlement, misappropriation, money laundering, evasion of economic sanctions or other actions that could harm our company and our employees, partners, customers or third parties. This also applies to the attempt or concealment of such acts. Active precautions must be taken to prevent these risks.

1.4 Information and data protection

We expect integrity in the use of information and the protection of data. Only by acting honestly and truthfully can a basis of trust be created. Protection against falsification of information and in particular the protection of confidential and personal data must be ensured through appropriate measures. The loss of data or information must be reported immediately, and the security gap closed.

1.5 Disclosure of records and information

We expect our suppliers to disclose records and information only on a legal basis and by mutual agreement.

1.6 Trademarks, plagiarism, and intellectual property

The protection of its own brand is also a concern for our supplier. It ensures the protection of its own technology, creative performance, free competition and its own identity and complies with the legal requirements on antitrust law. In particular, he shall take precautions to ensure that intellectual property data and information are protected, and that no plagiarism occurs in the products or that they contain counterfeit materials. He shall also ensure that the trademarks of his business partners are handled in accordance

with their intended use and with the provisions of trademark law. If counterfeits or plagiarisms are discovered, the supplier should isolate them and report them immediately to the original parts manufacturer and coordinate further action with the latter.

1.7 Antitrust law

Fair and free competition ensures leaps in innovation. Only through competition are we able to continuously improve our products, deliveries and services and increase our efficiency. These things are an elementary part of our cooperation. We expect our suppliers to comply with applicable law to protect competition.

1.8 Money laundering and financial responsibility

We expect our suppliers to ensure that all transactions and business processes are transparent and prepared and documented in accordance with the principles of proper accounting. Internal and external reports must be correct and complete. In the case of retention periods, they comply with legal regulations. Possible reimbursements are always made to the donor account. No deviations take place. We expect that assets originate from legal business activities and that the national and international regulations of the Money Laundering Act are complied with to protect the legal financial and economic cycle.

1.9 Conflicts of interest

We expect our suppliers to avoid conflicts of interest and to exclude them as soon as they arise. It must be prevented that business interests are compatible with the private interests of employees in the company. Our suppliers must develop preventive and remedial measures to ensure the separation of business and private interests. This includes the disclosure of secondary activities or planned secondary activities of employed workers.

1.10 Whistleblowing and protection against retaliation

We expect our suppliers to have a complaints system in place. Employees should be encouraged to seek advice and support without fear of punishment or reprisal. Reports of suspected misconduct must be treated in strict confidence. The whistleblower must be protected from punishment and retaliation.

1.11 Ethical Recruitment Principles

We expect that our suppliers do not treat applicants in a discriminatory or unequal manner and are committed to open and transparent communication. The principles of equal opportunities and anti-discrimination should also be applied in the recruitment process.

1.12 Standards along the supply chain

Only through a common set of expectations towards suppliers and sub-suppliers can a sustainable supply chain concept be established. We also expect our direct suppliers to comply with human rights and environmental due diligence obligations.

2. Social responsibility

2.1 Reasonable working hours

Employment periods are set based on fundamental laws. This also applies to the number of sufficient days off that each employee must have for rest. We expect this as a minimum requirement for the employment of employees.

2.2 Prohibition of child labor

Our expectations are clearly directed against any form of employment of school-age children or children up to the age of 15. The only exceptions are school-age children who complete a vocational orientation internship within the framework of the education provider and a clearly predefined and appropriate time window is in proportion.

2.3 Prohibition of slavery, forced labor and torture

We expect our suppliers to reject and distance themselves from any form of torture, slavery, forced labor or modern slavery in which illegal dependencies on the employer are created or built up through pressure. This also applies to any form of threat of punishment. Our rejection attitude also concerns local occurrences that can be assigned to the form of penal camps or similar forced institutions.

2.4 Right to freedom of assembly

As with AFT, we expect our suppliers to respect the right to freedom of association and expression of their employees. Workers must not suffer any disadvantages if they strive to improve their working conditions or if they join or participate in interest groups and associations of their employment group.

2.5 Right to reasonable remuneration

We expect fair payment for good work and that suppliers pay their employees appropriately and adequately. Any statutory regulations on a minimum wage are the minimum in this respect. This also includes regulations on overtime or legal requirements for remuneration.

2.6 Right to equal opportunities and anti-discrimination

We expect our suppliers to stand up for equal opportunities and reject discrimination in any form. At the AFT Group we do not tolerate any form of discrimination! Every person is to be treated equally regardless of external characteristics and is to be promoted based on his or her performance and qualifications in order to ensure equal opportunities. We clearly distance ourselves from discrimination of any kind based on nationality, ethnic origin, age and gender, health status, disability, sexual orientation, political opinion, religion and ideology or other characteristics not yet specified, which would allow room for discrimination.

2.7 Protection against unlawful land seizure and eviction

We expect our suppliers to commit to protecting against unlawful land seizures and evictions.

2.8 Accident prevention and healthy workplace

We expect our suppliers to assess and evaluate the risks in their own processes and to take careful preventive and corrective measures to minimize hazards for employees and to avoid accidents or minimize potential consequences. It is also our expectation that the health of employees is not endangered.

2.9 Diversity, equality and inclusion

We expect our suppliers to value and promote cultural diversity, equality and inclusion at all levels. In doing so, they help employees realize their full potential.

2.10 Use of private or public security forces

We expect our suppliers to carefully deploy, monitor and pre-screen the use of private or public security forces for common practices. This is to prevent human rights violations from occurring during deployment and to communicate this requirement to the contracted entity before awarding the contract.

3. Ecological responsibility

3.1 Material procurement principles

We expect procurement to apply the OECD Guidelines and due diligence requirements when sourcing conflict minerals or materials originating from high-risk areas.

3.2 Dealing with natural resources

We expect a responsible approach and awareness from our suppliers when dealing with natural resources. For example, proportionality must be assessed in the extraction of resources and sustainable damage to land, forest and water must be prevented.

3.3 Energy use and energy efficiency

Reducing CO₂ emissions is a global challenge and responsibility. We therefore expect our suppliers to analyze their energy needs as well. To do this, they measure and evaluate their significant consumers and look for opportunities to reduce their energy needs, switch to CO₂-neutral energy sources, upgrade to energy-efficient machinery, store and reuse energy and continuously improve through continuous monitoring, measurement and testing.

3.4 Climate protection and decarbonization

The AFT Group is committed to taking action to protect our climate. Only through joint efforts and dialogue with partners and suppliers can we make an effective contribution by seeking means and solutions to reduce our carbon footprint. We also expect our suppliers to commit to basic sustainability strategies. In doing so, the company's objective should also be to strive for a steady reduction of CO₂ greenhouse gases and an economic chain that is as low-carbon as possible.

3.5 Animal and species protection

Protecting the natural habitats of our animals, as well as preventing their loss of species, is a great responsibility. We expect our suppliers not to release hazardous substances into nature and to prevent water polluting substances from entering the soil or public sewage

system. They also avoid noise in the vicinity of animal species in particular need of protection and do not interfere with their natural habitats.

3.6 Land, forest and water protection

We expect careful management of chemicals as well as protection of sustainable land, forest and water from our suppliers. Hazardous substances and substances hazardous to water must not enter the soil, escape freely into nature or be disposed of in an uncontrolled and improper manner. Furthermore, care must be taken to ensure that land and forest rights are respected, and that land and forests are managed in a sustainable and climate-adapted manner.

3.7 Air quality

We expect our suppliers to always look for ways to improve the ecological rucksack of their products. For example, in the case of air emissions, appropriate technical solutions must be used that can reduce or neutralize air pollution.

3.8 Waste prevention

We expect our suppliers to sort and dispose of their waste appropriately wherever possible and to seek solutions to reduce the amount of waste they produce.

3.9 Compliance with international conventions

We expect our suppliers to comply with international Minamata Conventions on the Extraction, Use and Disposal of Mercury, the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal, and the Stockholm Convention on Persistent Organic Pollutants.

3.10 Soil quality

We expect our suppliers to ensure that their activities do not have a negative impact on the quality of the soil so that it can fulfil its functions, especially regarding improving the environment and human health. Care must be taken not to release hazardous substances into the natural environment and to prevent water pollutants from entering the soil or public sewage system.

Contact

Contact persons are known to our suppliers and can be reached in the form of the usual business contacts.