

# Supplier Code of Conduct

goetzpartners is committed to responsible corporate governance and supports the ten principles of the UN Global Compact on human rights, labor standards, environmental standards and the application of strict ethical and moral business standards. With this in mind, we expect our suppliers, their companies, employees, agents, subcontractors and distributors to comply with our environmental, social and corporate governance standards (ESG-standards).

The Supplier Code of Conduct is part of the contracts between goetzpartners, our suppliers and their suppliers. Should suppliers fail to comply with any part of the Code, they are expected to take immediate countermeasures. goetzpartners reserves the right to terminate its contracts with suppliers who cannot prove that they comply with this Supplier Code of Conduct.

## OUR STANDARDS

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- Protection of the environment
- Responsible use of hazardous substances
- Minimization of resource consumption, waste and emissions
  
- Protection of human rights
- No children or forced labor
- No discrimination or harassment
- Transparency of working time and remuneration
- Freedom of association and the right to collective bargaining
- Industrial and occupational safety
  
- Compliance with antitrust and competition law
- Compliance with anti-corruption and bribery laws
- Compliance with anti-money laundering laws
- Avoidance of conflicts of interest

## OUR MONITORING METHODS

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Suppliers grant goetzpartners the right to monitor compliance with the Supplier Code of Conduct by the following methods:

- Self-declaration of the suppliers
- Third party declaration
- Certification submission
- On-site inspections

# Our standards in detail

## Environmental standards

### PROTECTION OF THE ENVIRONMENT

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We expect our suppliers to conduct their business activities in compliance with all applicable legal requirements and international standards on environmental protection and to establish an environmental management system or apply a comparable system.

### MINIMIZATION OF RESOURCE CONSUMPTION, WASTE AND EMISSIONS

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Our suppliers must constantly strive to use resources sparingly and responsibly. All sources of waste and emissions to air, water and soil must be minimized, labeled and monitored.

### RESPONSIBLE USE OF HAZARDOUS SUBSTANCES

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When handling environmentally hazardous substances (materials, preparations and products), our suppliers must ensure that these substances are handled, transported, sorted, recycled, and/or disposed of safely.

# Our standards in detail

## Social Standards

### PROTECTION OF HUMAN RIGHTS

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We expect our suppliers to respect and support the UN Universal Declaration of Human Rights (UDHR) and ensure that they do not engage in human rights abuses.

### NO CHILD OR FORCED LABOR

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In accordance with the conventions of the International Labor Organization (ILO), our suppliers must not tolerate child labor, forced labor or other forms of compulsory labor.

### NO DISCRIMINATION OR HARASSMENT

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Our suppliers must treat all their employees with respect and dignity. No employee shall be physically, psychologically, sexually or verbally harassed or abused on the basis of gender, age, race, family background, origin or religion.

### TRANSPARENCY OF WORKING TIME AND REMUNERATION

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The working hours of our suppliers' employees must comply with applicable laws. Your co-workers must be provided with employment contracts that explicitly state their working hours and compensation. Compensation must be paid promptly and in accordance with applicable laws.

### FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

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Our suppliers respect the right of their employees to freedom of association and collective bargaining in accordance with applicable laws and ILO conventions.

### INDUSTRIAL AND OCCUPATIONAL SAFETY

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In accordance with applicable laws and regulations, our suppliers must ensure appropriate safety measures for the effective occupational health and safety of their employees. All hazards and the resulting health risks to employees must be taken seriously. In addition, our suppliers must train their employees on the subject of occupational safety on an ongoing basis.

# Our standards in detail

## Corporate governance standards

### COMPLIANCE WITH ANTITRUST LAW AND THE COMMERCIAL CODE

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Our suppliers are obliged to comply with all applicable national and international antitrust and competition regulations. For this purpose, suitable and necessary preventive measures must be taken will.

### COMPLIANCE WITH ANTI-CORRUPTION AND BRIBERY LAWS

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Our suppliers must work against corruption and bribery. We expect our suppliers not to engage in any form of corruption or bribery, directly or indirectly, and not to concede, offer or promise anything of value to employees of government or private sector enterprises in order to influence official action or create an improper advantage.

### AVOIDANCE OF CONFLICTS OF INTEREST

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Our suppliers must proactively ensure that there are no conflicts of interest between them and goetzpartners. If conflicts of interest do arise, they must be made transparent and eliminated.

### COMPLIANCE WITH ANTI-MONEY LAUNDERING LAWS

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Our suppliers must refrain from any form of money laundering.