



Supplier Code of Conduct

Kahmann & Ellerbrock GmbH & Co. KG
Am Niedermeyers Feld 3
33719 Bielefeld

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Supplier Code of Conduct (SCoC)

Kahmann & Ellerbrock GmbH & Co. KG is committed to environmentally and socially responsible corporate governance. We expect the same conduct from all our suppliers and their upstream supply chains. We also expect our employees to observe the principles of ecological, social and ethical conduct and to integrate these principles into the corporate culture. Furthermore, we strive to continuously optimise our corporate actions and our products and services in terms of sustainability and ask our suppliers to contribute to this by adopting a holistic approach.

In concrete terms, our requirements, which each individual supplier must comply with and respect, cover the following areas.

Social responsibility

Health and safety

Suppliers must ensure occupational safety, worker protection and health protection in the workplace in line with the pertinent national and international provisions.

Ban on forced labour

Suppliers are responsible for preventing the use of any forced labour, slavery or other comparable forms of labour. All work must be done by choice, and employees must be able to end their work or the employment relationship at any time. Furthermore, no worker may be subjected to unacceptable treatment such as psychological cruelty, sexual and/or personal harassment or degradation.

Ban on child labour

Suppliers are called upon to adhere to the ILO conventions' recommended minimum age for the employment of children. Child labour is forbidden at every phase of production.

Working hours and minimum wage

Suppliers must comply with statutory working hours and industry-standard overtime regulations and pay their employees according to the national statutory minimum wage or industry-standard minimum standards, depending on which rate is higher. In any case, the wage paid must suffice to cover the employees' basic needs and accumulate a minimum level of savings.

Freedom of association

Suppliers must respect the right of employees to form and join the organisations of their choice, to conduct collective bargaining and to go on strike. In cases in which freedom of association and the right to collective bargaining are legally restricted,

alternative options for an independent association of employees for collective bargaining are to be permitted. Members of trade unions/employee organisations must not be discriminated against or shown preferable treatment.



Anti-discrimination

Suppliers hereby declare that discrimination against and unequal treatment of employees in any form is prohibited unless justified on the grounds of the job requirements. This applies, for example, to discrimination on the basis of gender, ethnic or social background, skin colour, disability, health status, political convictions, religion, age, pregnancy or sexual orientation. The personal dignity, privacy as well as personal rights of every individual shall be respected.

Complaints mechanism

Suppliers are responsible for establishing a functioning complaints mechanism. They are responsible for protecting whistle-blowers against discrimination and retaliatory measures.

Chemicals and conflict materials

Suppliers must comply with all applicable laws, provisions and directives on chemicals (REACH) and conflict materials (incl. tin, tungsten, tantalum and gold) and must not use or supply any minerals from conflict-affected or high-risk areas that may indirectly or directly finance armed groups or facilitate human rights violations.

Environmental responsibility

Environmental protection

Suppliers are required to comply with all national and international laws, regulations and agreements enacted to protect the environment. Suppliers must be committed to improving environmental protection on an ongoing basis with the use of a suitable management system to reduce waste and emissions in the air, water or ground along with making sure resources are used efficiently and relying on eco-friendly technology. Furthermore, suppliers must also contribute to the social and economical development of the land and region in which they are active. Not jeopardising the natural livelihood of the region is always the primary objective in this regard.

Waste

Suppliers are responsible for ensuring that all waste is disposed of in a safe manner in compliance with the pertinent regulations. The prohibitions on exporting hazardous waste stipulated in the Basel Convention of 22 March 1989, as amended, must be observed. Chemicals and other materials that pose a danger when they are released into the environment are to be identified and managed so that safety is ensured when people handle these materials, as well as when they are transported, stored, used, recycled.



Ethical business practice

Right to ownership

We expect suppliers to respect ownership titles in their business activities. For example, their activities must not unlawfully deprive others of property on which they rely for their livelihood.

Fair competition

Suppliers must comply with all pertinent national/international trade laws and regulations, including but not limited to competition law, trade controls and sanction regulations.

Anti-corruption and anti-bribery

Suppliers must not tolerate and instead proactively combat any form of corruption, embezzlement, bribery and blackmail. The preferential treatment of civil servants, officials and representatives of state institutions is strictly prohibited, including instances conducted via a third party. The highest standards of integrity are to be applied to all business activities.

Data privacy and intellectual property

Suppliers are responsible for ensuring that all personal data and confidential information pertaining to employees and business partners is protected and processed in line with all pertinent legislation, including the General Data Protection Regulation. Intellectual property rights are to be respected; transfers of technology and expertise are to be carried out in such a way that intellectual property rights and customer information are protected.

Supplier commitment to compliance

Suppliers commit to act responsibly and adhere to the principles and requirements specified herein. Suppliers shall further require their own suppliers in the upstream value chain to comply with the corresponding rules of conduct to the extent possible within their realm of influence.