



Code of Conduct / Principles of Conduct

of

August Mössner GmbH + Co.KG

for suppliers

The following guidelines describe our company's position on business ethics, working conditions, human rights, and environmental leadership; for our suppliers as well as their subcontractors and suppliers.

These guidelines are based on fundamental principles of social and environmental responsibility that are compliant with local law, consistent with international expectations.

We expect that suppliers will uphold these standards and cascade them down their supply chain.

Business Ethics

We are anxious to uphold the highest standards of integrity and to operate honestly and equitably throughout the supply chain in accordance with local laws.

- **Responsible Sourcing of Materials:**
We responsibly source raw materials used in our products.
- **Anti-Corruption:**
We work against corruption in all its forms, including extortion and bribery.
- **Privacy:**
We put in place appropriate measures to respect privacy, to protect personal data against loss and unauthorized access or use, and to comply with relevant privacy and information security laws and regulations.
- **Financial Responsibility/Accurate Records:**
All business dealings are transparently performed and accurately reflected on our financial reports and filings.
- **Disclosure of Information:**
We disclose financial and non-financial information in accordance with applicable regulations and prevailing industry practices
- **Fair Competition/Anti-Trust:**
We uphold standards of fair business and conduct business in accordance with all applicable anti-trust or anti-competition laws and regulations.
- **Conflicts of Interest:**
We conduct business in a manner that avoids any appearance of impropriety.
- **Counterfeit Parts:**



We minimize the risk of introducing counterfeit and/or diverted parts and materials into deliverable products.

- **Intellectual Property:**
We respect valid intellectual property rights and use commercially reasonable practices to protect the transfer of confidential technology and know-how.
- **Export Controls and Economic Sanctions:**
We comply with applicable restrictions on the export or re-export of goods, software, services and technology, as well as with applicable restrictions on trade involving certain countries, regions, companies or entities and individuals.
- **Protection of Identity and Non-Retaliation:**
We establish processes that allow concerns to be raised anonymously with confidentiality and without retaliation.

Environment

We support a proactive approach to environmental responsibility by protecting the environment, conserving natural resources and reducing the environmental footprint of their production, products and services throughout their life-cycle.

- **Energy Consumption & Greenhouse Gas Emissions:**
We implement a comprehensive energy reduction strategy and management program while increasing use of renewable energy.
- **Water Quality & Consumption:**
We effectively reduce, reuse, and recycle water with responsible treatment of wastewater discharges to protect the environment and improve overall water quality.
- **Air Quality:**
We routinely monitor, appropriately control, minimize and to the extent possible, eliminate emissions contributing to local air pollution.
- **Natural Resources Management and Waste Reduction:**
We encourage and support the use of sustainable, renewable natural resources while reducing waste and increasing reuse and recycling.
- **Responsible Chemical Management:**
We identify, minimize or eliminate the use of restricted substances in manufacturing processes and finished products to ensure regulatory compliance. We are also aware of any use of reportable substances in processes and finished products, and actively investigate suitable substitutes.



Human Rights and Working Conditions

We respect the human rights of workers and treat all people with dignity as recognized by the international community.

- **Child Labor and Young Workers:**
We ensure that child labor is not tolerated in any form. The age of employment for young workers must meet or exceed company guidelines, legal regulations and local labor laws.
- **Wages and Benefits:**
We provide compensation and benefits that comply with applicable local laws, including those relating to minimum wages, overtime compensation, and legally mandated benefits.
- **Working Hours:**
We comply with local law regarding working hours, including overtime.
- **Forced Labor:**
We prohibit any forms of forced, (bonded) or compulsory labor, including human trafficking.
- **Freedom of Association:**
We allow workers to communicate openly with management regarding working conditions and management practices without fear of reprisal, intimidation or harassment. We respect employee rights to associate freely, to join or not join labor unions, bargain collectively, seek representation, and join workers' councils in accordance with local law.
- **Health & Safety:**
We provide workers a safe and healthy working environment that meets applicable local laws and industry standards for safety and occupational health.
- **Harassment:**
We provide a work place free of harassment against workers in any form.
- **Non-Discrimination:**
We do not tolerate any form of discrimination in respect of employment and occupation and provide equal employment opportunities regardless of worker or applicant characteristics such as age, gender, sexual orientation, gender identity, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union association, covered veteran status, genetic information or marital status.

We, as a supplier of August Mössner GmbH + Co. KG, hereby fully and irrevocably guarantee compliance with the aforementioned points / standards, completed and signed on the Sustainability Questionnaire.