

Supplier Code of Conduct

of HIMA Group

General information

HIMA has drawn up the Supplier Code of Conduct for the purpose of cooperation with their suppliers and service providers.

This defines compliance with internationally recognized human rights, environmental, social and governance standards.

HIMA has issued a comparable CoC for its employees and places no higher expectations and requirements on its suppliers and service providers than it does on itself.

In the following, "we" always refers to the supplier or service provider of HIMA.

1. Human rights and social affairs

- We support the "UN Guiding Principles on Business and Human Rights", which respect and recognize the principles of internationally recognized human rights.
- We comply with the ban on child labor (ILO Conventions No. 138 and 182).
- We comply with the ban on forced labor and all forms of slavery (ILO Conventions No. 29 and 105).
- We ensure that there is no discrimination on the basis of gender, age, disability, sexual identity, nationality, marital status, racial or ethnic origin, religion or belief, trade union membership, political affiliation, veteran status or any other characteristic protected by local law.
- We uphold the protection of indigenous rights.
- We comply with the ban on disregarding the freedom of association (ILO Conventions No. 87 and 98) and grant positive and negative freedom of association.
- We contribute to achieving the United Nations Sustainable Development Goals (SDGs) by:
 - o paying our labour force appropriate and fair wages
 - o aligning ourselves with collective labour agreements
 - o not falling below statutory minimum wages

We therefore take indirect responsibility for ensuring that our employees' families have access to suitable housing and that their children have the opportunity to receive an education.

- We comply with the EU Conflict Minerals Regulation ((EU)2017/821) in accordance with the OECD Guidelines.
- We safeguard animal welfare and animal protection, in particular by observing the 3R principle (Replacement, Reduction, Refinement) in animal experiments.

2. Environmental protection

- We comply with the applicable international and national environmental laws, regulations and standards.
- We comply with the prohibition on causing harmful soil change, water pollution, air pollution, harmful noise emissions or excessive water consumption.
- We operate a proactive energy and environmental management.
- We strive for the most effective environmental protection possible in our production.
- We comply with the provisions of the REACH Regulation and RoHS Directive.

3. Compliance

- We comply with the prohibition of corruption, extortion, bribery and fraud.
- We observe the applicable regulations for the prevention of corruption.
- We comply with the ban on money laundering and terrorist financing.
- We guarantee adequate data protection, information security and documentation standards.
- We comply with the applicable foreign trade regulations.
- We comply with occupational health and safety requirements and create socially acceptable working conditions.
- We have set up processes to protect against plagiarism of our own products.
- We have set up processes to ensure our product safety.

4. Commitments

- We undertake to HIMA to comply with the standards set out in the Supplier Code of Conduct.
- We will review and promote the implementation of the principles set out in the HIMA Supplier Code of Conduct among our own suppliers and business partners.
- HIMA may regularly audit us, as far as appropriate, for compliance with the obligations arising from this Supplier Code of Conduct. This may take the form of questionnaires, assessments or audits.

- We undertake to HIMA to incorporate and pass on the requirements set out in the Supplier Code of Conduct along our supply chain to our respective contractual partners.
- We carry out regular and ad hoc risk analyses within our supply chain and take measures to prevent and eliminate risks when they are identified.
- We are committed to working with HIMA to eliminate violations of this Supplier Code of Conduct.
- We inform HIMA proactively and in writing about violations, suspected cases and difficulties in complying with this Supplier Code of Conduct at our company and within our supply chain.
- To the extent possible, HIMA will give us the opportunity to establish a binding schedule to avert, terminate or minimize the violation of the Code of Conduct.

HIMA Paul Hildebrandt GmbH
Albert-Bassermann-Str. 28

68782 Brühl

Status: June 2024

We hereby recognize the Supplier Code of Conduct of HIMA Group:

Company name and address:

Date and signature

Name and position