

# Supplier Code of Conduct

## Sustainability requirements of Ruwac Industriesauger GmbH

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### Preface

The sustainability requirements are the foundation of a business relationship with Ruwac Industriesauger GmbH, and are designed specifically for our suppliers. The requirements are based on nationally and internationally valid laws and regulations. Furthermore, they also integrate the contents of our internal guidelines.

### 1.1. General principles

Ruwac aims to impress customers with the high quality of our products and services. Positive, smooth collaboration with our business partners is also essential to our long-term success. It is important to us in this context that our suppliers comply with laws and regulations, as well as voluntary self-disclosures. We depend on the reliability of our partners, particularly in the areas of human rights, occupational protection, environmental protection, and fighting corruption.

The following requirements apply to all business relationships between Ruwac Industriesauger GmbH and its business partners, insofar as they are applicable to their respective business activities. Furthermore, business partners must also ensure that the requirements are complied with by their business partners and along the supply chain in an appropriate manner.

## 1.2. Requirements

### 1.2.1. Working conditions and human rights

For Ruwac Industriesauger GmbH, compliance with general human rights is the foundation of all of our business relationships. Our business partners commit to comply with human rights in their relationships with their own employees and with others. Any use of modern slavery, human trafficking, child labor, or other forced labor must be opposed. Furthermore, we expect that all forms of discrimination and harassment will be prohibited.

Compensation for work performed must fulfill at least the statutory regulations. Likewise, maximum working hours under the respective applicable national legislation must be complied with. In addition, valid occupational and fire protection regulations must be observed.

The basic right of all employees to form and join unions and representative employee bodies is recognized. Whenever this right is restricted by local laws, alternative, legally conforming options for employee representation must be promoted.

### 1.2.2. Environmental protection

Ruwac Industriesauger GmbH is responsible for the environmental impact of its products and services, as well as for the consumption of natural resources. In addition to the durability of our products, economic aspects must also be taken into consideration. We expect that our business partners avoid wasting natural resources such as water, and reduce avoidable environmental impacts such as emissions to a minimum. All relevant environmental laws and regulations must be fulfilled by our business partners, no matter where they are active. This includes correct and safe handling of chemicals and hazardous materials, as well as their proper storage and disposal.

### 1.2.3. Data protection

Ruwac Industriesauger GmbH expects that our business partners will protect the data of their customers and employees according to the General Data Protection Regulation (GDPR) and respect their rights. We also expect that employee privacy will be ensured.

#### 1.2.4. Responsible raw material supply chains

We expect that our suppliers will comply with national regulations for responsible supply chains, in particular for purchasing raw materials. We expect that minerals, in particular tin, tantalum, tungsten, gold, and relevant ores and metals always be obtained from conflict-free sources.

#### 1.2.5. Transparency & fairness

The integrity of Ruwac is dependent on the integrity of its business partners. The company expects that personnel will act in a fair, appropriate, and professional manner, without giving any preferential treatment or disadvantaging anyone for personal reasons.

The business partner must comply with antitrust laws and competition regulations without restriction.

The business partner must be committed to the principle of only pursuing its business objectives through legal and ethically proper means. They must compete using legal and fair tools. Agreements with competitors regarding prices and conditions always violate antitrust law. Likewise, submitting sham offers that could impact the pricing of products or services is prohibited.

Business partners must be selected only based on objective criteria.

The company furthermore commits to following applicable laws and regulations for all business relationships on the international level, in order to avoid the risk of trans-national offenses. For this reason, the company undertakes to review the trustworthiness of international partners and the origin of their funding, within the framework permitted by law. This also includes any necessary export controls and economic sanctions.

Furthermore, we do not support companies that offer counterfeit products, and we commit not to market any such products.

Company and trade secrets must be treated as confidential. This also applies to other information that is expressly designated as confidential, which Ruwac, its suppliers, and customers have an interest in keeping secret. Such information may not be disclosed to unauthorized persons without permission. Confidential information includes all information which is designated as such, or which is assumed to not be publicly known or information that should not be publicized, for instance because it could benefit competitors, or could harm the company or its business partners were it disclosed.