

This Code of Conduct defines the principles and requirements of SAV GmbH towards all suppliers of goods and services with regard to their responsibility for people and the environment. SAV GmbH reserves the right to amend this Code of Conduct in the event of reasonable changes in the corporate governance of SAV GmbH. In this case, SAV GmbH expects its suppliers to accept these reasonable changes.

The supplier hereby declares:

- **Compliance with the law**

- Comply with the laws of the applicable legal system(s).

- **Prohibition of corruption and bribery**

- Not tolerate or in any way engage in any form of corruption or bribery, including any unlawful offers of payment or similar inducements to government officials to influence decision-making.

- **Respect for the fundamental rights of employees**

- To promote equal opportunities and equal treatment of its employees regardless of their skin color, race, nationality, social background, any disabilities, sexual orientation, political or religious beliefs, gender or age;
- To respect the personal dignity, privacy and personal rights of each individual;
- Not to employ anyone against their will or force them to work;
- Not to tolerate unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment or discrimination;
- Not to tolerate behavior (including gestures, language and physical contact) that is sexually coercive, threatening, abusive or exploitative;
- Ensure appropriate remuneration and guarantee the national minimum wage set by law;
- Comply with the maximum working hours stipulated by law in the respective country;
- To the extent permitted by law, to recognize the freedom of association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

- **Prohibition of child labor**

- Not to employ workers who are not at least 15 years old. In countries that fall under the exception for developing countries in ILO Convention 138, the minimum age may be reduced to 14 years.

- **Employee health and safety**

- Taking responsibility for the health and safety of its employees;
- To contain risks and ensure the best possible precautionary measures against accidents and occupational illnesses;
- Provide training and ensure that all employees are knowledgeable about occupational safety;
- If possible, establish or apply an occupational health and safety management system in accordance with OHSAS 18001 or an equivalent system.

- **Environmental protection / Energy efficiency**

- To observe environmental protection and energy efficiency with regard to legal norms and international standards;
- Minimize environmental impact and continuously improve environmental protection;
- If possible, set up or apply an environmental management system in accordance with ISO 14001/ ISO 50001 or an equivalent system.

- **Supply chain**

- To promote compliance with the contents of the Code of Conduct among its suppliers;
- Comply with the principles of non-discrimination in the selection of suppliers and in dealings with suppliers.

Declaration of the supplier

By accepting our orders, our business partner confirms compliance with the rules set out in our Code of Conduct as follows:

1. We have received the "Code of Conduct for Suppliers of SAV GmbH" (hereinafter "Code of Conduct") and hereby undertake, in addition to our obligations under the supply contracts with SAV GmbH, to comply with the principles and requirements of this Code of Conduct.
2. At the request of SAV GmbH, we will provide written self-disclosure within a reasonable period of time, if and to the extent that the provision of information is legally permissible and contractual obligations, in particular confidentiality obligations, are not violated as a result and the protection of trade and business secrets is not jeopardized.
3. We agree that representatives of SAV GmbH or third parties commissioned by SAV GmbH may carry out inspections (audits) to verify compliance with the Code of Conduct at our facilities in our presence during normal operating and business hours, subject to reasonable prior written notice.
4. We will pass on the contents of the Code of Conduct to our upstream suppliers in the context of the supply chain with SAV GmbH and request them to comply with the principles and requirements of the Code of Conduct.
5. We agree that this declaration shall be governed by the substantive law under which the supply contracts between SAV GmbH and us are concluded. In case no such agreement exists, this declaration shall be governed by the substantive law of the Federal Republic of Germany to the exclusion of standards referring to other legal systems.