



the sign of quality

Our suppliers play an essential role in maintaining our quality standards.

Supplier Code of Conduct.



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Foreword

As a modern, family-owned industrial company, Ganahl Group is committed to corporate management that balances economic, ecological, and social considerations, meeting our responsibilities to customers, employees, society, and the environment. We are also committed to upholding ethical principles in all of our business activities.

In this context, our suppliers and business partners play an extremely important role and are essential to our success. We rely on long-term partnerships founded on fairness, integrity, responsibility, and a shared commitment to sustainable and ethical behavior. This approach ensures that our products consistently meet the highest quality standards and our customers' needs.

We also take responsibility for ensuring that our own standards of environmentally sustainable, ethically correct, and socially responsible conduct are upheld throughout the value chain.

This Supplier Code of Conduct outlines the corresponding requirements. The principles defined here express our commitment to ethical and socially responsible practices that also protect the environment and conserve resources. We expect our suppliers, including their employees, representatives, and subcontractors, to respect and adhere to the standards defined in this Code of Conduct when working with Ganahl Group. Our suppliers are responsible for training their employees, representatives, and subcontractors accordingly, and for monitoring their supply chains to ensure compliance with essential environmental and human-rights protection standards.

For the sake of readability, this document has been formulated using gender-neutral language. All personal designations apply equally to people of all genders.

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Basic Principles

This Supplier Code of Conduct is based on the following internationally recognized standards and agreements:

- Core Labor Standards of the International Labour Organization (ILO)
- OECD Guidelines for Multinational Enterprises
- United Nations Guiding Principles on Business and Human Rights
- Paris Climate Agreement
- Minamata Convention
- Basel Convention
- Stockholm Convention on Persistent Organic Pollutants (POPs)
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas

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Treatment of Employees

Ganahl Group expects its suppliers and service providers to uphold fundamental labor rights and to sustainably adhere to the following values and principles.

Equal treatment and respect

Equality of opportunity and fair treatment must be ensured, and all forms of discrimination must be prevented. Harassment or bullying based on gender, heritage, skin color, nationality, religion, beliefs, political, social, or union activities, sexual identity and orientation, physical and/or mental disabilities, or age must not be tolerated.

Health and safety

All employees of our suppliers and service providers have the right to protection from work-related accidents and illnesses. As a minimum standard, therefore, our suppliers are required to comply with the applicable occupational health and safety regulations in their respective countries. They must create a safe and healthy work environment by providing modern equipment and maintaining an active safety management system. This obligation also applies to temporary and external workers (such as safety specialists).

Regulated employment and working hours

Ganahl AG expects its suppliers and the companies in their supply chains to reject all forms of forced or involuntary labor. The work performed by all employees must be based on a regulated employment contract that complies with collective agreements and national labor laws. Statutory regulations and standards governing working hours and public holidays must be observed.

Compensation

We expect our suppliers to provide compensation to their employees that meets or exceeds relevant legal standards or industry norms. Additionally, there must be no discrimination in terms of compensation; employees performing equivalent work must receive equal pay.

Freedom of association and collective bargaining

The legally guaranteed rights to freedom of association and assembly, as well as the right to co-determination and collective bargaining through their respective representatives, must be upheld for all employees. Unlawful discrimination or punitive actions against employee representatives or union members due to their membership or legitimate union activities are strictly prohibited.

Child and youth labor

Ganahl Group opposes any exploitation of children and young people and expects that child labor will not be accepted under any circumstances. The standards and regulations protecting children and young workers must be strictly observed.

Our suppliers must adhere to the minimum standards set forth in the ILO conventions. No children under the age of 15 may be employed, and employees aged under 18 may only perform tasks that do not compromise their health, morals, or safety.

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Environmental responsibility

We expect our suppliers to take proactive measures to ensure responsible environmental management. This includes compliance with applicable national environmental laws, regulations, and standards. Our suppliers are required to implement systems that minimize environmental impacts and risks while improving environmental protection within their operations. Their employees must receive training on actively avoiding environmental risks and enhancing environmental protection in the workplace. Through their business activities, our suppliers must not cause harmful soil degradation, air or water pollution, or noise emissions. Additionally, we expect them to use resources responsibly, including minimizing water consumption and reducing waste.

Responsible procurement

Responsible sourcing of raw materials is essential to us – we expect their source and origin within our supply chain to be fully traceable.

We require all our paper suppliers to be certified in accordance with the FSC® standard and to strictly comply with the applicable EU deforestation regulations. Our business partners must commit to supporting responsible forestry practices and avoiding the use of illegally harvested wood and non-deforestation-free products. We also prioritize regional sourcing and short transport routes, and expect our suppliers to do the same.

Prohibition of hazardous substances and waste

To comply with environmental protection regulations and mitigate risks, our suppliers must adhere to the following conventions:

- The Minamata Convention prohibits the production of mercury-added products and the use of mercury and mercury compounds in manufacturing processes, as well as the treatment of mercury waste.
- Our suppliers must also comply with the prohibitions of the Stockholm Convention (POP) related to the production and use of chemicals, as well as the regulations on the export and import of hazardous waste set forth in the Basel Convention.

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Business Integrity

Compliance with laws is, of course, one of our fundamental principles. In line with our commitment to responsible business practices, we expect the same from our suppliers. Accordingly, our suppliers must undertake to comply with all relevant and applicable laws, regulations, and standards related to their business activities. We expect our suppliers to adhere to the following principles.

Antitrust and competition law

Our suppliers must engage in fair competition and conduct their business in compliance with applicable antitrust laws and regulations.

Prohibition of bribery and corruption

Our suppliers must neither engage in nor tolerate any form of corruption, extortion, or embezzlement. They must ensure that unauthorized payments or benefits are neither offered to nor accepted from third parties by their employees, subcontractors, and representatives.

Avoidance of conflicts of interest

Our suppliers must make commercial decisions based solely on objective criteria, without being influenced by personal interests or relationships.

Data protection

Ganahl Group expects all its business partners to handle all business data in a confidential manner. Our suppliers must comply with all applicable data protection laws concerning employees, customers, suppliers, and other data subjects. Commercial information must not be disclosed or used for any purpose beyond direct collaboration with Ganahl Group.

Information security

Our suppliers are required to have IT security policies, processes, and technical measures in place that meet current industry standards.

Furthermore, they must – promptly and without charge – inform Ganahl Group of any actual or suspected IT security incidents that could potentially impact deliveries or Ganahl Group itself. Information of this nature must be communicated immediately to enable a swift response and minimize the potential damage.

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Implementation and Enforcement

Fair, honest, and ethical conduct is our cornerstone, and we expect the same from our business partners. Our suppliers are therefore required to take all necessary measures to continuously implement and uphold the principles and values outlined in this Code of Conduct. Additionally, we encourage our business partners to reinforce these standards among their subcontractors and suppliers.

Upon request and in a spirit of reciprocity, our partners should provide information on key measures taken to ensure compliance.

Ganahl Group reserves the right to verify our suppliers' compliance with this Code of Conduct. In the event of any violations, the supplier concerned must actively collaborate with us in designing corrective measures. If no corrective measures are taken or if repeated violations of the Code of Conduct occur, Ganahl Group reserves the right to terminate the business relationship in accordance with contractual and legal requirements. Accordingly, the supplier hereby agrees that Ganahl Group is entitled to conduct an audit at the supplier's premises to ensure compliance with this Code of Conduct.

By signing below, the supplier confirms that they are aware of the regulations in our Supplier Code of Conduct, and that they will observe them accordingly.

Company:

Name:

Position:

Place, date

Signature of authorized representative

+ Company stamp

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