



# Policy statement of the OECHSLER group on sustainability in the supply chain.

We, the OECHSLER group, are committed to the principles of responsible and lawful conduct and oblige our business partners to also respect the following principles, to take them into account in their corporate policy and to pass them on in their own supply chain. The following principles represent the minimum requirement for all business partners regarding business ethics, environmental protection and resource conservation, as well as human rights and social standards. They are based on fundamental principles of economic, environmental and social responsibility that are compliant with applicable law and in line with international standards.

We make our award decisions not only according to economic, technical and process-related criteria. Sustainability plays an important role in the supplier management of the OECHSLER group of companies. In addition, we are continuously developing our processes. For example, we want to increase transparency about the origin of raw materials and so-called conflict minerals to identify risks at an early stage.

## Identification of risks

**To identify risks at an early stage, the OECHSLER group uses the following factors to evaluate suppliers:**

- General aspects of supplier quality management
- Labor law risks
- Human rights & ethics risks
- Environmental risks
- Fair business practices
- Material groups (conflict minerals)
- CO<sub>2</sub> balance of products and services.
- Regulatory requirements (e.g., REACH, RoHS, etc.).

For suppliers who have an increased risk based on the risk analysis, we ask for more in-depth information on relevant processes and management systems using a self-assessment questionnaire. Depending on the type and level of risk we identify, we aim to conduct appropriate audits.

The findings of the self-assessments or audits are used to derive a supplier's development needs and specific implementation recommendations for the individual topics.

In the next few years, we aim to work only with business partners who have signed the OECHSLER Code of Conduct and comply with the principles set out therein.

## Corporate Ethics and Compliance

The OECHSLER Group expects its business partners to act responsibly and lawfully and to pass on this expectation throughout the supply chain. Business shall be conducted by companies throughout the supply chain in compliance with applicable laws, with the highest integrity, honestly and fairly.

### **This includes, but is not limited to:**

- Compliance with applicable anti-corruption laws (prohibition of corruption).
- Compliance with applicable antitrust and competition laws
- Compliance with applicable money laundering laws
- Protection of intellectual property and trade secrets
- Compliance with legal requirements in export/import control
- Avoidance of conflicts of interest
- No acceptance or granting of gifts and other benefits, invitations and donations exceeding the customary level

## Environmental and resource conservation

The OECHSLER group expects its business partners and their suppliers to use resources and raw materials sustainably, responsibly and gently throughout the supply chain.

The business partners pay attention to the efficient use of energy and resources as well as compliance with applicable environmental standards in products and processes.

### **The business partners strive in particular to:**

- Reduction of energy and water consumption and preservation of water and air quality
- Responsible chemical management and compliance with requirements for material restrictions
- Reduction of greenhouse gases
- Maximum use of renewable energies
- Implementation of environmental friendly recycling/disposal concepts
- Reduction of waste
- Continuous improvement of products and processes, considering eco balance sheeting
- Protection of biodiversity

The business partners proactively promote the development and dissemination of environmentally friendly technologies in their market segment. The business partners support any efforts to ensure responsible resource procurement. The procurement and use of resources obtained unlawfully or through ethically reprehensible or unreasonable measures are not permitted. It is expected that business partners will not supply products whose starting materials or derivatives come from conflict regions. The business partners shall, where applicable, comply

with restrictions on the avoidance of hazardous substances in accordance with applicable directives and regulations.

## **Social responsibility**

For the OECHSLER group, social responsibility towards employees is of paramount importance. This also applies to business partners and their business partners. The OECHSLER group demands from its business partners that they respect social standards, that they take them into account in their own corporate policy and that they ensure the commitment to social responsibility in their entire supply chain.

### **The following principles are of particular importance:**

- Respect for human rights, especially life and health, and protection against torture and cruel, inhuman, or degrading treatment.
- No discrimination, granting of equal opportunities and equal treatment
- Prohibition of human trafficking, child labor and forced labor
- Respect for freedom of association and the right to collective bargaining
- Remuneration irrespective of gender below the applicable legally guaranteed minimum wages and the minimum standards of the respective national economic sectors
- Compliance with the respective country-specific legal provisions on working hours and paid vacations
- Compliance with occupational health and safety requirements based on the ISO 45001 standard
- Right to privacy - protection of personal data
- Animal welfare

## **Compliance with the Business Partner Code**

In case of significant violations by the business partner against the contents of the Business Partner Code, the OECHSLER group reserves the right to terminate the business relationship with the business partner subject to applicable laws. The OECHSLER group reserves the right to verify the compliance of the business partner with the contents of this Business Partner Code in an appropriate manner.

### **Reporting of possible violations**

The OECHSLER group requires its business partners to report any criminal, legal or ethical violations that may impact the OECHSLER group.

Information on alleged deviations and feared violations of these conduct requirements can be given to the Ombudsperson of OECHSLER AG via the whistleblower system at <https://www.oechsler.com/unternehmensgruppe/compliance/>.

**The OECHSLER group acts in accordance with the following international standards:**

- the ILO Declaration on Fundamental Principles and Rights at Work
- the OECD Guidelines for Multinational Enterprises
- the UN Guiding Principles on Business and Human Rights
- the ten principles of the UN Global Compact

We make regular reporting on human rights due diligence issues available to our internal and external stakeholders in our sustainability reports.

We are convinced that we can only be successful in the long term if we live up to our corporate responsibility to respect human rights locally and globally in equal measure. This policy statement is another important step in this direction. Each and every one of us is called upon to put this Declaration of Principles into practice and move our company toward a future that is sustainable in every respect.

Thank you for your support!

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