

Code of Conduct (Supplier)

Inhaltsverzeichnis

PREAMBLE	1
COMPLIANCE WITH THE LAW AND ETHICAL PRINCIPALS	1
WORKING CONDITIONS AND HUMAN RIGHTS	1
REMUNERATION AND WORKING HOURS	2
ENVIRONMENTAL AND RESOURCE PROTECTION	2
DATA PROTECTION AND INFORMATION SECURITY	2
REPORTING OF VIOLATIONS	3
EVIDENCE AND COOPERATION	ERROR! BOOKMARK NOT DEFINED.
FINAL PROVISIONS	ERROR! BOOKMARK NOT DEFINED.

Preamble

The companies of the KLEiN Group value a responsible, long-term, and trusting relationship with our suppliers and business partners. This Supplier Code of Conduct outlines the fundamental requirements we place on our suppliers regarding legal compliance, business ethics, working conditions, environmental responsibility, and sustainable corporate governance.

We expect our suppliers to adhere to the following principles and to take them into account—and promote them—within their own supply chains to an appropriate extent.

Compliance with the Law and Ethical Principals

We are aware of our social responsibility. Therefore, compliance with the law and a commitment to sustainability among our suppliers form the basis for long-term and sustainable business relationships. This primarily encompasses the following aspects:

- Labor and social legislation,
- Environmental laws,
- Data protection / GDPR,
- Competition law,
- Export and sanctions regulations,
- Anti-corruption regulations.

The supplier rejects all forms of corruption, bribery, fraud, or undue advantage. Business decisions must be based on objective and verifiable criteria.

Working Conditions and Human Rights

Furthermore, suppliers commit to respecting internationally recognized human rights and to rejecting the following practices:

- Child Labor,
- Forced Labor,
- Human Trafficking,
- Discrimination,
- Harassment or Abuse,
- Inappropriate working conditions.

Treating business partners and employees with respect and fairness forms an important foundation for enduring and sustainable cooperation.

Employee Rights and Freedom of Association

The supplier respects applicable employee rights and the employees' freedom of association as guaranteed by law. Disadvantageous treatment resulting from the exercise of legitimate representation of interests is not permitted.

Occupational Health and Safety

Healthy working conditions are a further requirement for suppliers. These include:

- Appropriate protective measures,
- Safe work equipment,
- Adequate employee instruction,
- Accident prevention measures,
- Compliance with occupational health and safety regulations.

Remuneration and Working Hours

Our business partners commit to respecting and complying with legal regulations regarding

- Minimum wage,
- Remuneration,
- Working hours,
- Rest periods,
- Vacation entitlements.

Environmental and Resource Protection

Sustainable resource management—which we require of our suppliers—includes:

- Efficient use of energy and resources,
- Reduction of environmental impact,
- Proper waste disposal,
- Compliance with environmental regulations,
- Reduction in the use of environmentally significant substances wherever possible,
- Compliance with substance-related regulatory requirements.

Data Protection and Information Security

The supplier must ensure adequate protection of personal data and confidential (corporate) information, as well as strict compliance with data protection requirements.

Reporting Violations

The supplier shall maintain appropriate processes and points of contact to ensure that legal violations, human rights abuses, and compliance breaches are detected and addressed appropriately. The supplier also commits to disclosing serious violations that could impact the client or the business relationship.

Evidence and Cooperation

The supplier agrees to provide information regarding compliance with the requirements set out in this Code of Conduct upon reasonable request.

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The supplier agrees to provide information regarding compliance with the requirements set out in this Code of Conduct upon reasonable request. Cooperation is based on the principles of transparency, trust, and proportionality.

Final Provisions

Compliance with this Supplier Code of Conduct is a fundamental component of the business relationship. In the event of serious or repeated violations, we reserve the right to consider appropriate measures, up to and including the termination of the business relationship.