

AUMA Compliance Declaration for suppliers and service providers

PREAMBLE

AUMA Riester GmbH & Co. KG as well as its affiliated companies (hereinafter referred to as "AUMA") have achieved a high reputation in their fields of business due to their innovative power, customer orientation and reliability while taking on their corporate social responsibility during the last decades.

Our objective is to protect and to enhance this reputation in the interest of the company, its customers, employees, and all further business partners.

Particular responsibility lies with our suppliers and service providers who significantly contribute to the quality of our products and to the overall success of our company on the global markets. The key to shaping a joint successful future consists in fair, trusting and sustainable co-operation based on common values.

AUMA's corporate actions are always guided by the principles of ethics, integrity and compliance with the law. AUMA is guided by the internationally recognised United Nations Guiding Principles on Business and Human Rights and thus implements the requirements of the National Action Plan for Business and Human Rights. In particular, AUMA is committed to the International Bill of Human Rights, the 10 principles of the Global Compact Initiative of the United Nations (www.globalcompact.org) and the Core Labour Standards of the International Labour Organization (ILO) (www.ilo.org). AUMA's understanding and human rights due diligence processes are based on this.

Considering the Supply Chain Due Diligence Act (German: Lieferkettensorgfaltspflichtengesetz - LkSG) which became effective in Germany on 1 January 2023, AUMA has intensified its efforts to fulfil human rights and environmental due diligence obligations. On these grounds, AUMA has developed the present Declaration of Compliance.

AUMA considers the compliance with all provisions contained herein as binding for all Suppliers (including contract manufacturers, service providers, etc.) including their affiliated companies as well as their respective employees who supply directly or indirectly goods and/or services to AUMA (hereinafter referred to as "Suppliers").

1. COMPLIANCE WITH HUMAN RIGHTS

AUMA expects its Suppliers to unconditionally comply with human rights in their dealings with employees in accordance with the UN Human Rights Charter, the 10 principles of the UN Global Compact Initiative and the basic principles of the International Labour Organization (ILO). This includes in particular the following principles:

1.1 Equal treatment and freedom from discrimination

Equal treatment of all people must be ensured, regardless of their gender, age, ethnic and social origin, skin colour, sexual orientation, religion or ideology, possible disabilities / handicaps, etc. Discrimination against people in any form is not permitted. The personal dignity, privacy and personal rights of each individual are respected.

1.2 Prohibition of child labour

Child labour is forbidden in all phases of production. Suppliers are requested to comply with the recommendation of ILO Convention 138 on the minimum age for the employment of children. Business partners are therefore not permitted to hire employees who have not reached the minimum age, with the exception of trainees.

1.3 Prohibition of illegal employment and forced labour

Any form of illegal employment and forced labour must be refrained from. All work must be voluntary and employees must be able to leave work or the employment relationship at any time. Furthermore, no unacceptable treatment of employees may take place like psychological hardship, sexual or personal harassment.

1.4 Fair payment

Employees must be granted fair remuneration in accordance with the applicable laws on remuneration (including, for example, laws on minimum wage or overtime). Wage deductions as sanctionary measures are not permitted.

1.5 Fair working hours

Working hours must comply with applicable laws and industry standards. Overtime is only permitted if it is worked on a voluntary basis and does not exceed the legally permitted number of hours per week.

1.6 Freedom of association

Suppliers recognise the right of employees to freedom of association, to join trade unions, to appeal to workers' representatives or to join works councils in accordance with local legislation. Employees must be in a position to openly communicate with company management without fear from reprisals or harassment.

1.7 Occupational health and safety

The Suppliers are responsible for a safe and healthy working environment. The necessary precautionary measures against risks, accidents, damage to health and occupational illnesses that may arise in connection with the work are taken by setting up and applying appropriate occupational safety systems. In addition, employees are regularly informed about applicable health and safety standards and safety measures in order to eliminate or at least minimise the risk of injury. Employees are given access to sufficient quantities of drinking water and clean sanitary facilities.

2 BUSINESS INTEGRITY

2.1 Fair competition, compliance with competition and antitrust law

The applicable regulations of the competition and antitrust law as well as the principle of fair competition must be respected. When dealing with competitors, the applicable antitrust laws prohibit in particular agreements and other activities that influence prices or conditions as well as agreements between customers and suppliers that are intended to restrict customers in their freedom to determine their prices and other conditions for resale.

2.2 Combating all forms of corruption, including blackmail and bribery

Any form of corruption is not permitted. The Suppliers may not promise, offer, grant, demand or accept allowances that are connected with the intention or could give the impression of influencing business decisions or obtaining any other unauthorised advantage, nor may they allow themselves to be promised such allowances.

Catering for employees in the context of business appointments is only permitted within the applicable and tax-recognised limits. Allowances to employees and/or their relatives by business partners, even to a small extent, are undesired.

2.3 Secrecy and data protection

The Suppliers shall ensure adequate protection of confidential information received. For this, AUMA will conclude a non-disclosure agreement regarding confidential information.

The Supplier warrants to comply with the laws on data protection and information security and the official regulations when collecting, storing, processing, transmitting and passing on confidential information and personal data.

3. ENVIRONMENTAL PROTECTION AND SUSTAINABILITY IN THE SUPPLY CHAIN

In order to avoid and minimise environmental pollution and achieve continuous environmental protection, the relevant statutory environmental standards must be complied with and attention must be paid to the sustainability of production and products as well as to the careful use of resources. Therefore, in particular the following principles must be respected:

- 3.1 Waste, wastewater, and emissions should be avoided, recycled or minimised to the extent possible. Insofar as they cannot be avoided, safe handling in compliance with the applicable legal provision using suitable systems and precautions shall be ensured. The Suppliers shall take measures to minimise waste, wastewater, and emissions.
- 3.2 Special due diligence obligations shall apply when handling chemicals and hazardous substances, in particular in marking, storage, handling, use and disposal. Requirements of the respective legal provisions shall be met without exception and, if possible, even be exceeded.
- 3.3 The Supplier observes substance restrictions and endeavours to avoid substances that are hazardous to health. Required environmental authorisations and licenses as well as information on respective registration and limitations must be obtained and must be observed and stored in compliance with the applicable legislation.
- 3.4 For the conflict minerals, in particular tin, tungsten, tantalum and gold, as well as for other raw materials such as cobalt, the Supplier establishes processes in accordance with the guidelines of the Organisation for Economic Cooperation and Development (OECD) for the fulfilment of due diligence obligation to promote responsible supply chains for minerals from conflict-affected and high-risk areas. Foundries and refineries without appropriate, audited due diligence processes should be avoided.

4. COMPLIANCE

AUMA CONSIDERS THE PRINCIPLES OF THIS COMPLIANCE DECLARATION AS AN ESSENTIAL BUSINESS BASIS FOR THE BUSINESS RELATIONSHIP.

The Supplier undertakes to comply with the requirements specified in this Compliance Declaration and to communicate these requirements both to their employees and to commissioned sub-suppliers and sub-contractors and to demand and contractually agree with them that they comply with these requirements and pass them on in the supply chain.

AUMA is entitled to verify and even audit the compliance with the requirements stipulated in this Compliance Declaration at any time, following prior notification at the Suppliers' premises.

Should Suppliers fail to respect this Compliance Declaration, AUMA reserves the right to take appropriate action which will as a final consequence may also entitle to the suspension or termination of a business relationship.

Consent to this Compliance Declaration:

Place, Date

Signature, Company stamp

Company: _____

Name: _____

Position: _____