

L.B. BOHLE GUIDELINE FOR SUSTAINABLE PROCUREMENT

L.B. Bohle Maschinen und Verfahren GmbH is committed to environmentally and socially responsible corporate management. We expect the same behavior from all our suppliers. In addition, we require our employees to respect the principles of ecological, social and ethical behavior and to integrate them into our corporate culture. Furthermore, we strive to continuously optimize our business activities and products in terms of sustainability and require our suppliers to contribute to this in a holistic approach.

For future cooperation, the contracting parties agree that the following provisions of the joint code of conduct shall apply:

- ✓ This agreement shall form the basis for all future deliveries
- ✓ The contractual partners undertake to comply with the principles and requirements of the Code of Conduct and endeavor to make this contractually available to their subcontractors as well
- ✓ The contractual partner undertakes to comply with the standards and regulations described in this document
- ✓ This agreement becomes effective upon signature
- ✓ Any breach of this Code of Conduct may result in the termination of the business relationship, including all associated supply contracts

The Code of Conduct is based on national laws and regulations, such as the Supply Chain Due Diligence Act (LkSG) and international conventions, such as the United Nations Universal Declaration of Human Rights, the Guidelines on the Rights of the Child and Business Conduct, the United Nations Guiding Principles on Business and Human Rights, the International Labor Standards of the International Labor Organization and the United Nations Global Compact.

SOCIAL RESPONSIBILITY

Exclusion of forced labor:

No forced labor, slave labor or comparable work may be used. Employees must be able to terminate their work or employment relationship at any time.

Prohibition of child labor:

Child labor may not be used at any stage of production. Suppliers are requested to adhere to the recommendation of the ILO conventions on the minimum age for the employment of children. Accordingly, the age should not be less than the age at which compulsory education ends according to the law of the place of employment and in any case not less than 15 years. Young employees under the age of 18 may not be employed for work that is harmful to the health, safety or morals of children. Special protective regulations must be observed.

Fair remuneration:

The remuneration for regular working hours and overtime must correspond to the national statutory minimum wage or the minimum standards customary in the industry, whichever is higher.

Fair working hours:

Working hours must comply with the applicable laws or industry standards. Overtime is only permitted on a voluntary basis and may not exceed 12 hours per week. On the other hand, employees must be granted at least one day off after six consecutive working days. The working week should not exceed 48 hours.

Prohibition of discrimination:

The personal dignity, privacy and other rights of every employee must be respected. Equal opportunities and equal treatment of employees must be promoted, regardless of their skin color, race, nationality, gender or age, social background, disability, sexual orientation, political or religious beliefs. Unacceptable behavior by or towards employees must be prevented, such as mental cruelty and sexual, intimidating, threatening, offensive or exploitative discrimination through language, gestures or physical contact.

Health protection; safety in the workplace:

The supplier is responsible for a safe and healthy working environment. By setting up and applying appropriate occupational safety systems, necessary precautionary measures are taken against accidents and damage to health that may arise in connection with the activity.

ECOLOGICAL RESPONSIBILITY

Treatment and discharge of industrial wastewater:

Wastewater from workflows, manufacturing processes and sanitary facilities must be classified, monitored, tested and, if necessary, treated before discharge or disposal. In addition, measures should be introduced to reduce the volume of wastewater.

Handling waste and hazardous substances:

The supplier follows a systematic approach to identify, handle, reduce and responsibly dispose of or recycle so- lid waste.

Reduce consumption of raw materials and natural resources:

The use and consumption of resources during production and the generation of waste of any kind, including water and energy, must be reduced or avoided.

Dealing with energy consumption/efficiency:

Energy consumption must be monitored and documented. Economic solutions must be found to improve energy efficiency and minimize energy consumption.

ETHICAL BUSINESS CONDUCT

Fair competition:

Fair and open competition on the global market must be observed. The company does not engage in unfair trading practices that could put competitors or other market participants at a disadvantage in competitive transactions.

Confidentiality; data protection:

The supplier undertakes to meet the reasonable expectations of its client, suppliers, customers, consumers and employees with regard to the protection of private information. The Supplier shall comply with data protection and information security laws and regulatory requirements when collecting, storing, processing, transferring and disclosing personal information.

Integrity/bribery, accepting benefit:

The highest standards of integrity must be applied to all business activities. The supplier must have a zero tolerance policy against all forms of bribery, corruption, extortion and embezzlement. Procedures for monitoring and enforcing standards shall be implemented to ensure compliance with anti-corruption laws.

PLEASE RETURN THE SIGNED DOCUMENT TO US

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Company name / Stamp

.....
Date

X.....
Signature