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Supplier Code of Conduct

June 2025

Code of Conduct für Lieferanten der Werkzeugbau Berger GmbH

The Werkzeugbau Berger GmbH is committed to the highest ethical, social, and environmental standards, which have been defined in its own Code of Conduct (CoC). These standards form the basis for responsible corporate actions and serve the sustainable development of the company as well as its business relationships.

As an integral part of the supply chain, suppliers play a key role in the implementation of these values. With the present CoC for suppliers, the commitment to comply with these principles is extended to the business relationships between Werkzeugbau Berger GmbH and its suppliers.

The CoC for suppliers outlines the minimum requirements in the areas of **legal compliance, working conditions, environmental protection, and ethical conduct**. By signing this document, suppliers confirm their recognition of these standards and actively contribute to the promotion of responsible business practices.

Werkzeugbau Berger GmbH places great emphasis on close collaboration with its suppliers to ensure and continuously improve compliance with these requirements. Together, we strive to create a sustainable, fair, and future-oriented supply chain.

A handwritten signature in blue ink, appearing to read 'M. Neubert', positioned above a horizontal blue line.

Michael Neubert
Managing Director

A handwritten signature in blue ink, appearing to read 'M. Haacke', positioned above a horizontal blue line.

Marius Haacke
Managing Director

> Compliance with Laws and Regulations

All suppliers are obligated to comply with the applicable national and international laws, regulations, and standards. This specifically includes:

- Provisions of labor law,
- Environmental laws,
- Regulations on product safety,
- Compliance requirements, including measures against corruption, bribery, and money laundering.

> Human Rights and Working Conditions

Respect for human rights and the maintenance of fair and safe working conditions are fundamental principles:

- **Prohibition of Child and Forced Labor:** Suppliers must not tolerate any forms of child labor or forced labor.
- **Working Hours and Compensation:** Compliance with applicable legal regulations regarding working hours and minimum wages must be ensured.
- **Non-Discrimination:** Any form of discrimination, whether based on gender, age, ethnic origin, religion, disability, sexual orientation, or other characteristics, is prohibited.
- **Health and Safety:** Suppliers must provide safe and hygienic working conditions and implement measures to prevent accidents and occupational illnesses.

> Environmental and Climate Protection

Suppliers actively contribute to the conservation of natural resources and the reduction of environmental impact:

- Suppliers are expected to operate an effective environmental management system.
- **Resource Conservation:** Materials and energy should be used efficiently, and emissions as well as waste should be minimized.
- **Hazardous Substances:** The handling of environmentally hazardous substances must be safe and comply with legal requirements.

> Ethical Conduct and Integrity

A high level of integrity and ethical behavior is expected from all suppliers:

- **Corruption and Bribery:** Offering, accepting, or soliciting bribes or other improper benefits is strictly prohibited.
- **Avoidance of Conflicts of Interest:** Business decisions must be made free from personal or financial conflicts of interest.
- **Confidentiality and Data Protection:** The confidentiality of information belonging to Werkzeugbau Berger GmbH and its business partners must be safeguarded, and data protection must be ensured in compliance with legal requirements.

> Supply Chain and Responsibility

Suppliers are committed to promoting these standards within their own supply chains:

- **Communication of Requirements:** The principles of this Code of Conduct must also be communicated to subcontractors and suppliers.
- **Monitoring and Documentation:** Suppliers should ensure that their partners can document compliance with the standards.

