

Code of Conduct for Suppliers to Glaswerke Haller GmbH

A. Responsible corporate governance

Glaswerke Haller GmbH is committed to sustainable, transparent and responsible corporate governance based on the conviction that sustainability, transparency and responsibility are the cornerstones of healthy economic, ecological and social development. That is our goal. Achieving this goal requires respect for fundamental and universally recognised principles, particularly with regard to human rights, labour, the environment and anti-corruption guidelines.

We have an obligation to align our business relationships with these guidelines and therefore expect our partners to recognise, support and implement the following list of fundamental principles within their sphere of influence.

B. Scope of application

This Code of Conduct applies to all countries in which the undersigned supplier has branches and business units. The undersigned supplier is obliged to support compliance with the contents of this Code of Conduct within the scope of their respective possibilities and spheres of activity, including with their sub-suppliers, and to require them to do the same in their supply chains.

C. Principles

1. Human rights

International human rights shall be respected. There must be no complicity in the violation of human rights. In particular, the human dignity, privacy and the personal rights of each individual, including rights to personal data protection, shall be respected.

2. Labour guidelines

The applicable labour law in the respective countries of operation and the fundamental rights of employees in accordance with the international conventions of the United Nations (UN), the International Labour Organization (ILO), the Organisation for Economic

Co-operation and Development (OECD) and the United Nations Global Compact shall be observed. In particular:

- the freedom of interest groups and the effective recognition of the right to collective bargaining shall be respected;
- forced labour as defined in ILO Conventions 29 and 105 shall not be used;
- workers under the age of 15 shall not be employed; in developing countries which are subject to the exemption clause of ILO Convention 138 the minimum age may be reduced to 14;
- the ban on the worst forms of child labour in accordance with the ILO Convention 182 shall be observed;
- discrimination in respect of employment and occupation shall be avoided; equal opportunities and equal treatment shall be promoted;
- the ban on withholding appropriate wages shall be observed;
- the ban on disregarding the obligations applicable at the place of work under the law at the place of work shall be observed;

furthermore, care shall be taken to ensure that the maximum daily working hours are not exceeded and that adequate breaks are granted.

3. Corruption prevention

We consider compliance with law and order at our business locations to be just as self-evident as it is necessary. Corruption, especially in the form of blackmail and bribery, is unacceptable. In particular, decision-makers are not promised or granted any unlawful advantages in order to conclude a business transaction or to influence the decision-making process.

4. Environment

It is our objective to preserve the Earth and its natural resources. Therefore, the following shall be observed in particular:

- strict compliance with legal requirements and international standards, including
- the prohibition of causing harmful soil contamination, water pollution, air pollution, harmful noise emissions or excessive water consumption,
- the prohibition of unlawful forced eviction and prohibition of unlawful deprivation of land, forests and waters,
- the prohibition of commissioning or use of private/public security forces, which can lead to impairments due to a lack of instruction or control, in addition to
- the prohibition of an act or an unlawful omission which is directly likely to impair a protected legal interest (arising from an international human rights treaty) in a particularly serious manner and the unlawfulness of which is obvious upon reasonable consideration of all the relevant circumstances;
- the use of harmful substances shall be reduced to an unavoidable minimum;
- the precautionary principle shall apply to the handling of environmental issues;
- initiatives for greater environmental awareness;
- clean technologies shall be developed and disseminated;
- the ban on the production, use and/or disposal of mercury (Minamata Convention) shall be observed;
- the ban on the production and/or use of substances within the scope of the Stockholm Convention (POPs) and the ban on the environmentally unsafe handling of waste containing POPs;
- the ban on the import and export of hazardous waste as defined by the Basel Convention shall be observed.

Procedures in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas have been established for the conflict minerals of tin, tungsten, tantalum and gold, as well as for other raw materials such as cobalt.

D. Consequences of non-compliance

Any failure to comply with this Code of Conduct is inconsistent with the conduct of a sustainable, transparent and responsible supplier. Therefore, we will terminate the corresponding business relationship if any non-compliance is not remedied within a reasonable period of grace.

The supplier undertakes to comply with the above provisions by signing this agreement.

Date, supplier's signature