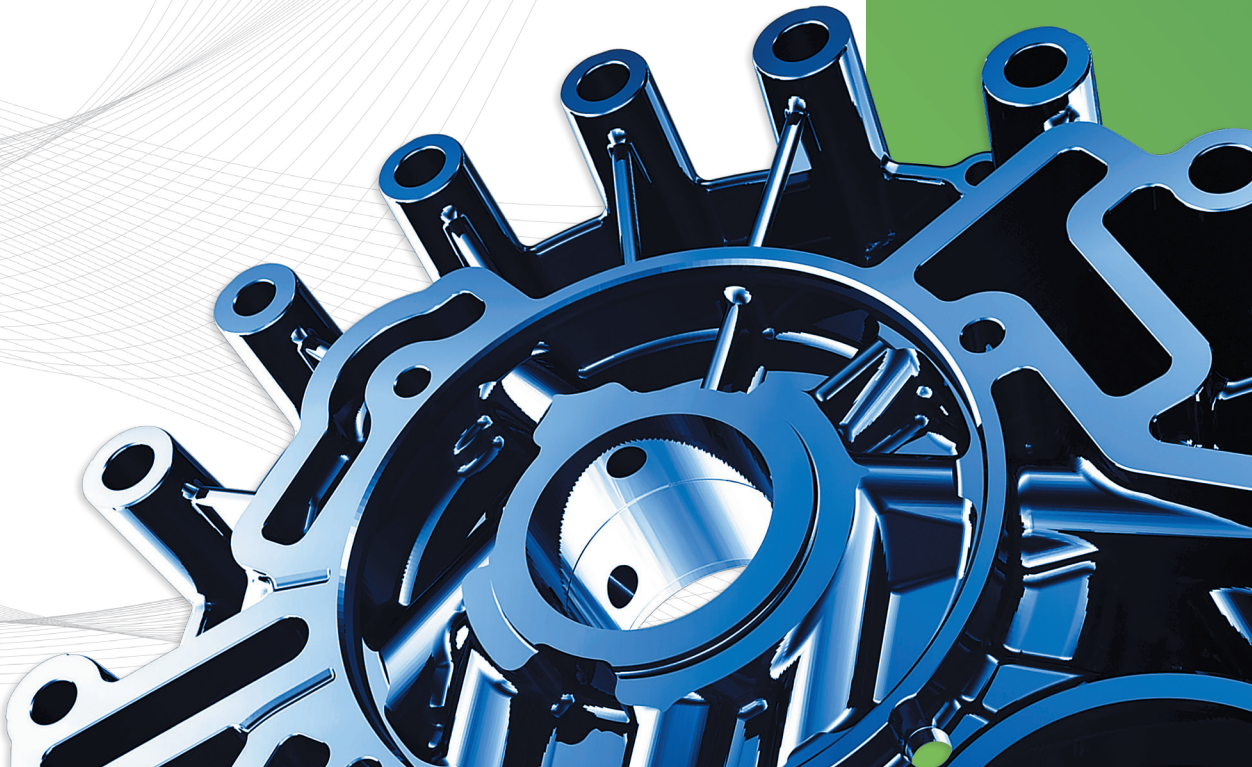


SUPPLIER CODE OF CONDUCT



Version: 002 | Status July 2022

VOIT



■ Preamble

VOIT Automotive GmbH and its affiliated companies (referred to in the following collectively as "VOIT ") is one of the most important and reputable companies in the Saarland with a history stretching back over 70 years. As a global player, VOIT is fully aware of its special responsibility towards its clients, employees and the environment. Integrity and compliance are therefore cornerstones of our business activities.

This Supplier Code of Conduct describes the minimum standards set by VOIT for its business partners regarding ethical practices, working conditions, human rights, health and industrial safety, environmental protection and compliance with regulatory requirements.

■ Human Rights

The supplier must ensure that applicable worldwide regulations for the protection of human rights are respected and implemented.

■ Employee Rights and Conditions of Work

Child Labour/Forced Labour

The supplier must not perform services that are based on child labour or forced labour and shall adhere to the relevant regulations of the ILO Convention on the legal minimum age for the employment of children.

Freedom of Association

The supplier shall ensure the right to freedom of association – with due consideration to respective national legislation – in particular, the right to form employee representation which is capable of action.

Discrimination

The supplier shall ensure equal opportunities and equal treatment and shall promote these. No employee of the supplier may be discriminated against based on their (social) origins, age, sex, skin colour, religion/ideology, physical/mental handicap or sexual orientation.

Working Hours/Minimum Wage

The supplier must adhere to the respective laws on working hours. Furthermore, the supplier shall ensure that employees are adequately remunerated and – where applicable – in accordance with the respective applicable legislative and or/tariff conditions.

Safety in the Workplace

The supplier shall ensure employees' safety in the workplace. Possible risks for the employees shall be minimized through suitable work equipment, control mechanisms and through instruction. Production systems shall be regularly inspected by the supplier regarding their safety and shall be equipped with appropriate protection devices.

■ Environment

Environmental Protection

The supplier shall adhere to all relevant national/international environmental regulations. The supplier shall ensure continuous improvement with regard to environmental protection including the reduction of emissions and strategies for optimization.

Conflict Minerals

The supplier shall adhere to all national/international regulations on conflict minerals and shall ensure complete traceability.

■ Business Integrity

Competition

The supplier shall ensure fair and free competition. All regulations – in particular, requirements of competition law – shall be adhered to by the supplier, taking the laws of the respective country into account.

Export Controls

The supplier shall carry out all export controls based on national/international laws and shall comply with these. The supplier shall ensure abidance by any trade restrictions such as embargoes.

Corruption

The supplier is obliged to reject all forms of corruption and to actively and proactively combat these. In particular, no bribery, blackmail or embezzlement shall be tolerated. All business activities of the supplier shall be orientated towards the highest standards of integrity and shall be transparent. The supplier shall ensure that no employee or any closely associated third party promises, offers or grants benefits of any kind to employees of VOIT with the aim of securing an order..

■ Business Integrity

Invitations/Gifts

The supplier shall not issue any invitations or gifts to employees of VOIT in order to influence them in an improper manner. Invitations and/or gifts by the supplier must be socially appropriate in their nature i.e. be within a low value range and be solely an expression of a recognized business practice with integrity.

Conflict of Interests

The supplier shall make all decisions within the context of the business activities based on objective considerations alone. Any conflicts of interest regarding personal matters shall be excluded.

Information Security/Intellectual Property

All confidential information transmitted by VOIT to the supplier shall be protected by the supplier and shall not be disclosed to third parties without authorization. The supplier shall ensure through technical and organizational measures that an appropriate level of information security exists in his company. In this context, the focus is on the protection goals of confidentiality, availability and integrity in order to protect information and information assets. The supplier shall respect and comply with the applicable regulations on the protection of intellectual property.

Data Protection

The supplier shall adhere to all applicable national/international regulations on data protection.

■ Audit

VOIT reserves the right, in individual cases, to check compliance with this Supplier Code of Conduct, either themselves or through an appointed third party, on the supplier's premises after giving due notice and within the context of an audit. In this process, VOIT shall ensure that all respective laws during the conducting of an audit are adhered to.

■ Reporting Violations

The supplier is obliged to report any suspicion of a violation of this Supplier Code of Conduct using the contact details below.

Telephone number for reporting violations:

+49 6894909-1661

Report violations through the whistleblower system (german):

voit.de/unternehmen/compliance/hinweisgebersystem

Email for reporting violations:

compliance@voit.de

■ Compliance with the VOIT – Code of Conduct

The supplier acknowledges that any violation against the above-mentioned points in the Supplier Code of Conduct shall be deemed a significant impairment to the business relationship/contractual relationship. In the case of any such violation of the Supplier Code of Conduct or even in case of reasonable suspicion of violation of the Supplier Code of Conduct, the supplier shall provide full information.

If the supplier should fail to – demonstrably – remedy the violation within an appropriate set time limit, VOIT shall have the right to cancel individual or all contractual relations extraordinarily and without notice.

■ Supplier s Declaration on the VOIT – Supplier Code of Conduct

1. The supplier will report any suspicion of violations of the Supplier Code of Conduct.
2. The supplier declares that they fulfil all requirements of the Supplier Code of Conduct.
3. The supplier is obliged to inform all his relevant employees/ suppliers about the content of the Supplier Code of Conduct and to ensure compliance with the provisions therein.
4. The laws of the Federal Republic of Germany shall apply for this declaration.

Firmenname: Company name	
Name und Titel: Name and title	
Ort: Country/Place	
Datum: Date	

Unterschrift: Signature	
Firmenstempel: Company stamp	