

# Code of Conduct for Suppliers to the Kistler Group

Kistler is aware of its social and corporate responsibility, complying with statutory requirements and high ethical standards.

Moreover, Kistler wants to ensure lawful conduct and compliance with high ethical standards all along the value chain. Kistler expects its suppliers to share the Kistler values regarding human rights, integrity and environmentally and socially responsible production and to adhere to the corresponding internationally recognized standards. Together with its business partners, Kistler wants to ensure sustainable economic activity, thus creating added value for everyone.

Therefore, Kistler expects its suppliers to strictly comply with and implement all applicable statutory provisions and further expects them to ensure compliance with relevant provisions in their own supply chains.

The suppliers of Kistler confirm to comply with compliance requirements. This includes, but is not limited to:

1. Not engaging in illegal business practices which could call the integrity of the company as well as of Kistler and its employees into question, including, in particular, any prevention of corruption and bribery. The granting and acceptance of improper benefits, such as presents, donations, money, trips, etc., that are not justified on business grounds is prohibited. The granting and acceptance of minor, socially normal benefits is allowed. In any case employees shall not engage in conflicts of interest by accepting a gift or an invitation.
2. Complying with applicable antitrust and competition laws, in particular refraining from any kind of agreements which are restrictive of competition and prohibited by law.
3. Compliance with basic security standards, legal requirements and the security requirements contractually agreed with Kistler, in particular within the areas of risk management, data protection, information and IT security, physical security, human security, business continuity security and crisis management. Confidential handling of information and personal data concerning Kistler and its customers, protection of their know-how.
4. Complying with applicable employment rights; child labor, forced and compulsory labor, modern slavery, involuntary or exploitative prison labor, human trafficking, or any other forms of exploitation are prohibited. Discrimination of any kind on the grounds of ethnic origin, state of health, age, religion, color, gender or sexual orientation is not permitted. Compliance must be ensured with health and occupational safety standards, and working conditions that are fair, healthy and safe must be maintained. We also require fair compensation in order to ensure that employees can pursue their livelihood with dignity. Compliance with the working hours stipulated by applicable national laws must be maintained. Our suppliers should respect the rights to freedom of assembly and collective bargaining; for example, they should neither impede nor prevent the exercise of the rights to freedom of association, admission to employee organizations or membership of employee representative bodies in accordance with applicable laws.
5. Assuming responsibility for environmental protection, complying with applicable environmental protection legislation and standards (such as REACH, RoHS, etc.). The following must be maintained: continuous reduction of greenhouse gas emissions through the use of renewable energies and through energy efficiency improvements; protection and improvement of air and water quality through organization-specific measures to reduce emissions of harmful substances, water pollution and consumption. We require compliance with material reduction and substitution, maintenance, and recycling.
6. As a supplier of Kistler, you agree that the accuracy of your information may be verified. Kistler has the right to verify the compliance with the above-mentioned issues within the scope of supplier audits or through inquiries in questionnaires and assessments.
7. As a supplier of Kistler, you will implement any improvement measures identified in such audits.
8. Suppliers shall disclose to Kistler which sub-suppliers they use to fulfil their contractual obligations towards Kistler. They shall also transfer all obligations entered toward Kistler to their sub-suppliers, insofar as this is relevant for the fulfilment of the obligations toward Kistler. The suppliers shall convey to Kistler the right to verify compliance with the above-mentioned topics also at the sub-suppliers within the scope of supplier audits.