



SAG – Suppliers Code of Conduct

Your commitment matters

Schulte-Schlagbaum AG is committed to responsible and sustainable corporate governance. We expect our suppliers to comply with applicable laws as well as internationally recognised environmental, social and corporate governance (ESG) standards. We also expect them to do their utmost to ensure that these standards are implemented by their suppliers and subcontractors. Our goal is to continuously and sustainably optimise our business activities. Therefore, we base our supplier selection and evaluation on more than just economic criteria. As an integral part of our supply chain, we ask our suppliers to commit to compliance with the standards and regulations set out in this document within your own supply chain.

Environment

- Suppliers shall comply with all applicable environmental, health and safety regulations.
- Suppliers shall promote the safe and environmentally sound design, manufacture, transport, use and disposal of their products.
- Suppliers shall use appropriate management systems to ensure that product quality and safety meet applicable requirements.
- Suppliers shall also protect the lives and health of their employees and neighbours as well as the public from hazards that may emanate from their manufacturing processes and products.
- Suppliers shall use resources efficiently, use energy-efficient and environmentally friendly technologies and reduce their waste as well as emissions to air, water and soil.
- Furthermore, suppliers shall reduce the impact of their operations on biodiversity, climate change and water scarcity.

Society

- Suppliers shall support the protection of internationally proclaimed human rights, fight against forced labour (including modern slavery and human trafficking) and child labour.
- Additionally, suppliers shall support the right to organise and collective bargaining in accordance with applicable laws.
- Suppliers shall treat their employees with respect and create a workplace free from harassment or abuse of any kind, without harsh and inhumane treatment and free from unlawful practices or discrimination.



- Suppliers shall also enable their employees or other stakeholders to report concerns or potentially unlawful practices in the workplace.
- Moreover, suppliers shall adhere to minimum wages and working hours in accordance with local laws and ensure compensation for a living wage in accordance with local living conditions.
- Suppliers shall not supply products containing conflict minerals that directly or indirectly finance or support armed groups and cause human rights abuses, as described in Annex II of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD DDG). Suppliers shall conduct their own due diligence on minerals supply chains in line with the OECD DDG recommendations.

Governance

- Suppliers shall comply with all applicable national and international trade laws and regulations, including but not limited to regulations related to antitrust, trade control and sanctions.
- Suppliers shall base business relationships on corporate integrity.
- Suppliers shall prohibit any kind of bribery, corruption and money laundering.
- Suppliers shall prohibit gifts to private or public officials aimed at influencing business decisions or otherwise encouraging them to violate their obligations.
- Suppliers shall respect the privacy and confidential information of all their employees and business partners and protect data and intellectual property from misuse. Furthermore, suppliers shall implement an appropriate compliance management system that supports adherence to applicable laws, rules and standards.

It is very important to us at Schulte-Schlagbaum AG to ensure that the principles of sustainable development prevail in our supply chain. Suppliers can acknowledge the principles above or demonstrate their commitment to these principles through their own code of conduct or company policy that incorporates these standards. SAG reserves the right to conduct audits or assessments to ensure suppliers' compliance with the laws, rules and standards. Please note that SAG will take appropriate action regarding the business relationship if there is cause for concern. SAG further reserves the right to terminate any relationship if any of the international principles are violated, if no action is taken to remedy such violations or if systematic violations come to light.