CODE OF CONDUCT FOR SUPPLIERS

The Code of Conduct for Suppliers is fundamental to the business relationships between Kurre Spezialmaschinenbau GmbH and KUTEC – Kurre Technologies GmbH & Co. KG –, hereinafter referred to as Kurre, and its suppliers.

1 BASIC UNDERSTANDING

Kurre expects its suppliers to take responsibility within the scope of their respective capabilities and spheres of action by considering the legal, economic, technological, social, and environmental consequences of their business decisions and actions. In this way, suppliers contribute to the social and economic development of the countries and regions in which they operate. Suppliers' actions are in line with the relevant legal regulations. Suppliers are guided by ethical values and principles, in particular integrity and honesty, as well as respect for human dignity, as set out in the principles of the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the core labor standards of the International Labor Organization (ILO) and the United Nations Guiding Principles on Business and Human Rights. This Code of Conduct for Suppliers sets out the basic principles of our actions, which we actively require our suppliers worldwide to observe. This does not establish any rights in favor of third parties.

2 COMPLIANCE WITH LAWS

Suppliers shall comply with applicable laws and other legal regulations in the countries in which they operate. If local laws and regulations are less restrictive, suppliers shall be guided by the principles of this Code of Conduct for Suppliers. In cases where there is a direct conflict between mandatory local law and the principles contained in this Code of Conduct for Suppliers, local law shall take precedence. However, suppliers shall endeavor to comply with the contents of this Code of Conduct for Suppliers.

3 INTEGRITY AND COMPLIANCE

Suppliers have implemented appropriate compliance measures to ensure that the following issues are adequately covered:

3.1 CORRUPTION

Suppliers do not tolerate corruption, bribery, or extortion, as these practices prevent fair competition. In business relationships with Kurre, suppliers do not promise, offer, grant, demand, or accept any benefits that are intended to or could appear to influence business decisions or to obtain any other improper advantage, nor do they allow themselves to be promised such benefits. A particularly strict standard shall be applied when dealing with persons who are subject to special criminal and liability regulations (e.g., public officials).

3.2 FAIR COMPETITION

Suppliers shall act in accordance with national and international competition and antitrust laws and shall not participate in price fixing, market sharing, or customer, market, or bid rigging.

3.3 MONEY LAUNDERING PREVENTION

Money laundering refers to the process of introducing illegally obtained money or illegally acquired assets into the legal financial and economic cycle. Suppliers comply with the legal obligations for money laundering prevention and do not participate in transactions that serve to conceal or integrate criminal or illegally acquired assets.

3.4 PROTECTION OF INFORMATION AND INTELLECTUAL PROPERTY

Suppliers shall protect confidential information and respect intellectual property; technology and know-how transfers must be carried out in such a way that intellectual property rights and customer information, trade secrets, and non-public information are protected. Suppliers shall comply with the applicable laws on the protection of trade secrets and treat their business partners' confidential information accordingly.

3.5 DATA PROTECTION

Suppliers process, store, and protect personal data in compliance with legal regulations. Personal data is collected confidentially, only for lawful, predefined purposes, and in a transparent manner. Suppliers only process personal data if it is protected by appropriate technical and organizational measures against loss, alteration, and unauthorized use or disclosure.

3.6 EXPORT CONTROL

Suppliers undertake to comply with the relevant legal provisions governing export control—in particular licensing requirements, export bans, and prohibitions on providing assistance—when transporting and exporting their goods.

3.7 AVOIDANCE OF CONFLICTS OF INTEREST

Suppliers shall avoid internal and external conflicts of interest that could illegitimately influence business relationships, e.g., through related persons (e.g., spouses, partners, relatives, and friends) in key positions or significant holdings with their business partners. If this is not possible, suppliers shall disclose these conflicts.

4 HEALTH AND SAFETY

Suppliers shall protect the health of their employees by implementing appropriate health and safety measures (e.g., implementing a company health and safety system) that adequately cover the following topics:

- Compliance with applicable laws and alignment with international standards relating to health and safety;
- Appropriate workplace design, safety regulations, and provision of suitable personal protective equipment;
- Implementation of preventive controls, emergency measures, an accident reporting system, and other appropriate measures for continuous improvement;
- Provision of access to sufficient drinking water and clean sanitary facilities for employees.

Suppliers shall ensure that their employees are instructed accordingly.

5 REMUNERATION AND WORKING HOURS

Remuneration is based on applicable laws and supplemented by the relevant national minimum wage laws. Suppliers' employees are informed clearly, in detail, and regularly about the composition of their remuneration. Suppliers shall comply with applicable laws and (international) labor standards regarding maximum permissible working hours and shall ensure that

- working hours, including overtime, do not exceed the respective legally permissible maximum limits;
- weekly working hours, including overtime, do not exceed 60 hours, even in exceptional cases, unless such provisions are lacking;

- employees have at least one full day off per calendar week.

6 RESPECT FOR HUMAN RIGHTS

Suppliers shall respect and support compliance with internationally recognized human rights and

- respect the personal dignity, privacy, and personal rights of each individual;
- protect and grant the right to freedom of opinion and expression;
- do not tolerate unacceptable treatment of employees, such as physical and psychological hardship, sexual and personal harassment, or discrimination.

6.1 PROHIBITION OF CHILD LABOR

Suppliers shall not tolerate child labor. They shall not hire employees who are under the minimum age of 15 and shall request proof of age. Suppliers shall not hire employees for hazardous work who are under the minimum age of 18 as defined by ILO Convention No. 182.

6.2 PROHIBITION OF FORCED LABOR

Forced labor, modern slavery, or comparable measures that deprive individuals of their liberty are prohibited. All work must be voluntary, and employees must have the option to terminate their employment relationship.

6.3 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Suppliers shall respect the right of employees to freedom of association, freedom of assembly, and collective bargaining and wage negotiations, insofar as this is legally permissible and possible in the respective country in which they operate. If this is not permissible, suppliers shall seek appropriate compromises for their employees.

6.4 PROMOTION OF DIVERSITY AND EQUAL OPPORTUNITIES

Suppliers promote equal opportunities and do not tolerate discrimination. They treat all people equally, regardless of gender, age, skin color, ethnic origin, sexual identity and orientation, disability, religious affiliation, ideology, or other personal characteristics.

7 ENVIRONMENT, ENERGY, AND CLIMATE PROTECTION

Suppliers act in accordance with applicable laws and follow international standards to minimize negative impacts on the environment and continuously improve their activities for environmental and climate protection. All supplier employees are made aware of environmental protection issues. Suppliers have taken appropriate environmental protection measures that adequately cover the following topics:

- Setting objectives, defining and implementing measures, and continuously improving them;
- Environmental aspects such as reducing CO_2 emissions, increasing energy efficiency, ensuring water quality and reducing water consumption, ensuring air quality, promoting resource efficiency, reducing waste and its proper disposal, responsible handling of substances hazardous to humans and the environment, preserving and promoting biodiversity, and reducing the environmental impact of products during use and after the end of their useful life.

8 HANDLING OF CONFLICT MINERALS

Suppliers shall take the necessary care to avoid the use of conflict minerals in their products. The term “conflict minerals” refers to natural raw materials (mainly tin, tantalum, tungsten, and gold) whose extraction or trade in certain regions contributes to the financing of armed conflicts, human rights violations, or exploitation.

9 SUPPLY CHAIN

Suppliers shall expect their suppliers to comply with the principles of this Code of Conduct for Suppliers or to apply equivalent codes of conduct. In addition, suppliers shall encourage their suppliers to enforce the contents of this Code of Conduct for Suppliers in their supply chains as well.

10 CONSUMER INTERESTS

Insofar as consumer interests are affected, suppliers shall comply with consumer protection regulations and appropriate sales, marketing, and information practices. Particularly vulnerable groups (e.g., young people or pregnant women) shall receive increased attention.

11 IMPLEMENTATION AND ENFORCEMENT

Suppliers shall make appropriate and reasonable efforts to continuously implement the principles and values described in this Code of Conduct for Suppliers. All employees of the supplier are made aware of the contents. Kurre requires its suppliers either

a) to commit to complying with the Code of Conduct for Suppliers or

b) to demonstrate that they have their own “equivalent” code of conduct.

In the case of option a): The supplier informs Kurre in writing that it undertakes to comply with the Code of Conduct for Suppliers.

In the case of option b): The supplier sends Kurre its own Code of Conduct. Kurre checks whether the supplier's Code of Conduct can be considered “equivalent” and confirms this to the supplier in writing.

Kurre must be informed immediately in the event of a violation or non-compliance with the Code of Conduct for Suppliers or an “equivalent” code of conduct. If Kurre becomes aware of a violation by the supplier, Kurre will notify the supplier accordingly. The supplier must investigate all related violations, take appropriate corrective action, and inform Kurre in writing of all efforts made in this regard.

11.1 COMMUNICATION

Suppliers shall communicate openly and in a dialogue-oriented manner about the requirements of this Code of Conduct for Suppliers and its implementation to employees, customers, suppliers, and other interest groups and stakeholders.

11.2 REPORTING VIOLATIONS

Kurre offers its employees, business partners, especially suppliers, and other stakeholders access to a secure mechanism for confidentially reporting possible violations of the principles of Kurre's Code of Conduct or the Code of Conduct for Suppliers. If you have any information, please contact the Compliance and Reporting Officer directly or anonymously:

vp@kurre.net