

Code of Conduct for Suppliers

1. Scope and Binding Nature

Renzmann is expressly committed to responsible, sustainable, and legally compliant corporate governance. This includes, in particular, environmental and social aspects, as well as business conduct based on integrity. Renzmann expects its suppliers to implement this approach in the same manner and to embed it within their organizations. This applies to both management and all employees.

Furthermore, Renzmann is committed to the continuous improvement of its processes, products, and services with regard to sustainability and expects active cooperation from its suppliers.

The following provisions are an integral part of the contractual relationship and apply to all deliveries and services. By accepting an order or signing this document, the supplier acknowledges this Code of Conduct as applicable to its own actions.

This Code is based in particular on:

- the UN Global Compact
- Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- ILO Core Labor Standards
- UNICEF Guidelines on Children's Rights
- BME Code of Conduct

2. Social Responsibility

2.1. Human Rights, Labor Standards, and the Supply Chain

Renzmann GmbH recognizes internationally recognized human rights as the binding foundation of its actions. There is an absolute prohibition on:

- forced and compulsory labor,
- child labor,
- Human trafficking.

Compensation must meet at least the statutory or industry-standard minimum requirements. Overtime must be compensated separately and at a higher rate.

These requirements also apply to suppliers and business partners. Compliance must be verified within the framework of appropriate due diligence.

2.2 Equal Treatment and Non-Discrimination

Any form of discrimination is prohibited.

Decisions regarding employment are made exclusively on the basis of objective criteria such as qualifications, performance, and suitability.

A respectful work environment characterized by mutual appreciation must be actively promoted and ensured.

2.3 Fairness and Corporate Culture

All employees are required to conduct themselves with integrity, loyalty, and a sense of responsibility.

Respect for human dignity and treating one another with respect are mandatory prerequisites for any activity within Renzmann GmbH.

Managers must exemplify these values and ensure compliance with them.

3. Ethical Business Conduct

3.1 Legal Compliance

Renzmann GmbH is fully committed to complying with all applicable national and international laws, regulations, and official orders.

If statutory minimum requirements fall short of the standards set forth in this Code, the stricter internal regulations shall apply.

Compliance with these requirements must be ensured through appropriate organizational measures, internal controls, and regular training, and must be documented in a verifiable manner.

3.2. Prohibition of Corruption and Bribery

Any form of active or passive corruption is prohibited.

In particular, the following is prohibited:

- to offer, grant, demand, or accept improper benefits, gifts, or favors,
- to influence decisions through personal benefits or to create the appearance of such influence.

Business relationships with government agencies, public institutions, and private business partners must be conducted strictly in accordance with the principles of integrity, transparency, and traceability.

Compliance is ensured through appropriate compliance measures, approval processes, and documentation requirements.

3.3 Competition and Antitrust Law

Renzmann GmbH is committed to strict compliance with all antitrust and competition laws.

The following are specifically prohibited:

- Price-fixing or agreements on terms and conditions,
- Market or customer allocation,
- coordinated conduct with competitors.

Employees are required to avoid competition-sensitive contact with competitors or to report such contact immediately. Violations will be consistently sanctioned.

3.4 Prevention of Money Laundering

Renzmann GmbH takes all necessary measures to prevent money laundering and terrorist financing.

Business partners, transactions, and payment flows must be reviewed to an appropriate extent (“Know Your Business Partner”). Any suspicious circumstances must be reported internally and documented immediately.

3.5 Protection of Intellectual Property and Trade Secrets

Renzmann GmbH is committed to protecting its own intellectual property as well as the intellectual property rights of third parties.

It is prohibited to use, disclose, or reproduce protected content without authorization.

Confidential information and trade secrets must be secured at all times through appropriate technical and organizational measures.

3.6 Responsible Information Management

Renzmann GmbH is committed to handling information and data in a secure and legally compliant manner. Confidential company information, personal data, and trade secrets must be protected against unauthorized access and misuse.

The processing of personal data shall be carried out exclusively in accordance with applicable data protection regulations, in particular the GDPR. Information may only be used within the scope of the respective authorizations and for legitimate purposes.

Disclosure to third parties requires an appropriate legal basis and authorization. IT security requirements must be adhered to, and security incidents must be reported immediately.

4. Environmental Responsibility

4.1 Principle of Sustainability

Renzmann GmbH is committed to sustainable business practices that take environmental, social, and economic aspects into account. Environmental impacts must be minimized, resources must be used efficiently, and statutory environmental requirements must be strictly adhered to.

Due diligence obligations in accordance with the OECD must be observed. Supply chains must be structured transparently.

4.2 Emissions and Air Quality Control

Technical equipment must be operated in such a way that emissions are reduced and statutory limits are complied with.

Existing extraction and filtration systems must be used and regularly maintained. Captured substances must be disposed of properly.

4.3 Waste Management and Circular Economy

Waste must be prevented or sorted in accordance with legal requirements and disposed of properly.

Recyclable materials must be introduced into the recycling cycle whenever possible.

Proper disposal must be documented in a verifiable manner.

4.4 Water and Soil Protection

The release of pollutants into soil and water must be prevented through appropriate technical and organizational measures.

Hazardous substances must be stored exclusively in approved systems equipped with appropriate containment devices.

Leaks or incidents must be remedied and reported immediately.

4.5 Energy Efficiency and Climate Protection

Renzmann GmbH is committed to continuously reducing energy consumption and improving energy efficiency.

Technical measures and investments must be designed to systematically exploit energy-saving potential.

4.6 Disposal of Operating Materials and Hazardous Substances

Used oil, emulsions, and other hazardous substances must be disposed of exclusively through approved procedures and certified waste management companies.

Compliance with all reporting and documentation requirements is mandatory.

5. Export Controls

Import and export regulations for goods, services, and information must be complied with in accordance with all applicable laws. Processes must be documented in a traceable manner.

6. Implementation

Systematic risk management forms a central foundation for the sustainable design of supply chains.

Renzmann expects its suppliers to identify and assess potential risks within their supply chain at an early stage and to implement appropriate measures to mitigate these risks. In the event of suspected violations or increased risk potential, Renzmann must be informed immediately and, if necessary, on an ongoing basis regarding the situation and the measures taken.

Compliance with the specified requirements must be demonstrated upon request through appropriate self-declarations. Renzmann reserves the right to verify the information provided through audits or by engaging external service providers. Relevant questionnaires must be completed fully and accurately.

On-site audits may be conducted during normal business hours with reasonable advance notice. Data protection regulations must be observed in this regard.

If violations are detected, Renzmann will notify the supplier in writing and set a reasonable deadline for rectification. If rectification cannot be achieved in the short term, a binding action plan must be drawn up. If no improvements are made, Renzmann reserves the right to terminate the business relationship. Statutory rights, in particular the right to terminate without notice and to claim damages, remain unaffected.

7. Supplier's Obligations

The supplier undertakes to comply with all requirements of this Code and is required to communicate the standards and values contained therein to its direct suppliers.

This Code applies in its currently valid version.

Renzmann GmbH