

## Code of Conduct

This Code of Conduct applies to DE-VAU-GE and all suppliers, service providers and business partners along the entire value chain who work with DE-VAU-GE. The aim is to ensure long-term business relationships.

The specifications and guidelines on labour standards and working conditions of this Code of Conduct are based on relevant agreements and recommendations of the International Labour Organization (ILO), the amfori BSCI Code of Conduct and the Act on Corporate Due Diligence Obligations in Supply Chains (German Lieferkettensorgfaltspflichtengesetz). The supplier must take appropriate measures to improve compliance with human rights and minimise environmental risks in the value chain.

### Legal compliance

The suppliers have to comply with the national laws and legal regulations of the countries where the goods are produced and shipped.

### Human Rights

Human rights in accordance with international human rights standards are respected.

### Labour standards and conditions

#### Non-discrimination

Any discrimination regarding employment, compensation, promotions and cancellation of employment on the basis of race, gender, sexual orientation, marital status, religion, age, disability, membership of worker's organizations, nationality, social class, social or ethnic origin is prohibited.

#### Harassment, coercion

Employees have to be treated with dignity and respect; they must not be intimidated, physically punished or exposed to sexual, racial or verbal harassment, coercion or abuse.

#### Forced labour, Slavery

Forced labour, slavery, involuntary labour, compulsory labour or prison labour are prohibited.

#### Freedom of association, collective bargaining

The suppliers acknowledge the rights of their employees to organize themselves and participate in associations of their own choice as well as their rights to collective bargaining, provided that this is legal in the respective country. Employers are not allowed to take actions against the exercise of such rights.

#### Child labour, minimum age, adolescents

Child labour and child exploitation (incl. prostitution) are unacceptable and not permitted. The minimum age is dependent on the age at the end of compulsory education or is set at 15 years of age. If national legislation requires a higher age, no child below this age can be employed. If adolescents are employed, all legal regulations and limitations regarding their specific employment have to be complied with. Young people must not be prevented from attending school.

#### Wages, payments, benefits

Wages for a standard working week have to correspond to the legal minimum wage, the industrial wage or the wage according to the collective labour agreement or exceed this wage, depending on which wage is higher. Wages have to be paid on time; reductions as a disciplinary measure are not allowed. Further payments and benefits have to be paid according to the applicable national legislation.

#### Working hours

The usual working hours as stipulated by the relevant national laws or the industrial standards have to be complied with, depending on which requirements are the stricter ones. The working hours must not exceed 48 hours per week. Overtime may not exceed 12 hours per week and the hours must be remunerated in accordance with the relevant national legal provisions. Employees receive at least one day off in a seven-day period as well as paid annual leave.

#### Working contracts

It must be ensured that all employees receive an employment contract. The conditions and details of employment and the exact scope of duties are defined.

#### Health and safety in the work place

Safe and healthy working conditions for employees are ensured and compliance with ILO core labour standards is promoted. Sufficient safe, healthy and hygienic workplaces must be provided. Effective measures must be taken to ensure safety in the workplace and aim to prevent accidents and damage to health.

#### Expropriation, Eviction

Participation in practices to unlawfully take, build on, or otherwise use land, forests, and waters is not permitted. There shall be no deprivation of livelihoods.

#### Environmental and resources protection

The focus is on efficient resource management with the aim of reducing energy and water consumption and minimizing waste. Environmentally harmful practices are avoided, emissions are reduced and harmful chemicals, such as mercury, are either avoided or treated safely. Preference is given to sustainable raw materials and materials, and care is taken to promote more sustainable practices along the entire supply chain.

#### Deforestation free supply chains

Regulation (EU) 2023/1115 for deforestation-free supply chains must be complied with. This includes strict implementation of all relevant laws and regulations in this context, including the obligation to provide evidence of the origin of raw materials. Suppliers must ensure that their production and supply chains comply with the requirements of the European Union Deforestation free Regulation (EUDR) in order to protect the environment and promote sustainable trade. The supplier shall report immediately if risks or violations are identified.

#### Integrity and anti-bribery measures

The suppliers are committed to carrying out their business with integrity and must not offer any illegal advantages or participate in any corruptive practices or any form of bribery.

Act on Corporate Due Diligence Obligations in Supply Chains  
(German Lieferkettensorgfaltspflichtengesetz / LkSG)

The law on corporate due diligence to prevent human rights violations and environmental risks in supply chains must be complied with.

The supplier promotes dialogue on improving conditions within its supply chain. The supplier shall report immediately if it identifies human rights or environmental risks in the supply chain. If risks are identified in the supply chain, we strive to minimize them by taking appropriate measures. In doing so, we rely on cooperation with our suppliers.

Whistleblower system

In order to identify and address potential misconduct at an early stage, we have set up a confidential whistleblower system. This makes it possible to anonymously report indications of violations of laws, ethical standards or our Code of Conduct.

The whistleblower system can be accessed via the DE-VAU-GE homepage.