



Supplier Code of Conduct

KESSEL

Definition of the term "KESSEL"

In this Supplier Code of Conduct, the term "KESSEL" refers to KESSEL SE + Co. KG and all its subsidiaries.

Foreword

At KESSEL, we see ourselves not just as a company, but as part of a global community that bears responsibility for people and the environment. Our mission goes far beyond economic goals - it includes a commitment to a sustainable future. These values are deeply rooted in our corporate philosophy and form the basis of our cooperation with partners and suppliers.

With this Code of Conduct, we want to clearly communicate our expectations and standards. It is based on internationally recognised frameworks such as the UN Global Compact, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. Together with our partners, we want to create an environment based on integrity, respect and responsibility. We invite our suppliers to join us on this journey and contribute to a sustainable and fair world.

Scope of application

This Supplier Code of Conduct applies to all companies and persons who directly or indirectly supply KESSEL with goods and services. This also includes subcontractors, agents and associated partners who are involved in the provision of services. The responsibility does not end with direct cooperation, but also includes compliance by sub-suppliers and partner companies.

General obligation to comply with ethical principles

All suppliers, business partners and employees of KESSEL undertake to comply with the standards described in this Code of Conduct. If certain topics or matters are not expressly regulated in this document, the obligation to always act in accordance with the principles of integrity, honesty and fairness applies.

Suppliers and business partners must ensure that their business activities comply with the applicable legal requirements and the internationally recognised principles of social, environmental and economic responsibility. If there are uncertainties regarding the interpretation or application of certain regulations, we expect those affected to proactively seek dialogue with KESSEL in order to find a clear and responsible solution.

Compliance with legal requirements

KESSEL suppliers are obliged to comply with all applicable local and international laws and regulations. To protect human rights, employment rights and the environment, suppliers undertake to comply with the provisions defined in the Supply Chain Duty of Care Act. If this Code of Conduct contains stricter requirements than the existing legal regulations, the guidelines of the Code must be given priority. Should conflicts arise between local legislation and the requirements of this Code of Conduct, KESSEL must be informed immediately.

Social responsibility

Respect and protection of human rights

At KESSEL and its partners, respecting and protecting human rights is a top priority. Suppliers are obliged to ensure that the rights of all employees and persons involved are respected in all areas of their business activities. Any form of human rights violation is firmly rejected. Our partners must take measures to prevent any offences against human dignity and create a working environment that promotes freedom and respect.

No tolerance for child labour

The protection of children is an unswerving commitment. KESSEL expects its suppliers to comply with the international ILO standards for the prevention of child labour. Child labour is unacceptable under any circumstances and strict measures must be taken to ensure that no minors are working in the value chain. Promoting the education and well-being of children is a responsibility that is shared across all levels of the business.

Fight against forced labour

Any form of forced or compulsory labour is strictly prohibited. Suppliers must guarantee that all employment relationships are implemented on a voluntary basis and that no person is forced to work under threat of punishment or violence. Modern slavery, human trafficking and any form of forced labour have no place in KESSEL's supply chains. Freedom of choice and respect for the individual are fundamental values that are non-negotiable for us.

Protection against forced evictions

Companies and their partners are obliged to ensure in their business activities that there is no involvement in unlawful forced evictions. Measures must be taken to respect the rights of affected communities, particularly in relation to property and access to housing.

Promoting diversity and inclusion

Discrimination of any kind has no place in KESSEL's values. Our suppliers must ensure a working environment that is free from prejudice and in which all employees are treated equally. Discrimination on the basis of gender, national and ethnic origin, religion, sexual orientation, age, disability or other personal characteristics is strictly prohibited. We expect our partners to promote diversity and inclusion and to offer all employees equal opportunities with respect to recruitment, promotion and remuneration.

Reasonable working hours and fair remuneration

Employees' working hours must comply with the applicable laws, industry standards or ILO conventions, whichever is stricter. Suppliers are obliged to pay at least the statutory minimum wage or the minimum wage customary in the industry in the respective country. In countries without fixed minimum wages, wages must be sufficient to cover the basic needs of employees. Furthermore, it is necessary to ensure that there is no discrimination in terms of pay - work of equal value must be remunerated equally.

Health and safety in the workplace

Ensuring health and safety in the workplace is of central importance. Our suppliers must create a working environment that minimises hazards and prevents damage to health and accidents at work. This includes the provision of appropriate protective equipment, regular safety inspections and the implementation of emergency plans.

Protection of collective employment rights

The freedom of association and the right of employees to form or join trade unions must be fully respected. Suppliers may not take any measures that restrict or impede these rights. Any behaviour that has a negative impact on the ability of employees to represent their interests collectively is contrary to the fundamental values of KESSEL.

Environmental responsibility

Environmental protection as a common goal: prevention, awareness and innovation

KESSEL works with its suppliers to protect the environment. The aim is to recognise and avoid environmental risks at an early stage, raise environmental awareness and promote environmentally friendly technologies. Suppliers should comply with the precautionary principle and train their employees to promote sustainable thinking and behaviour in the supply chain. KESSEL also calls on its partners to develop innovative solutions that save resources and protect the environment in order to shape a sustainable future together.

Measures to reduce emissions

Reducing emissions, especially greenhouse gases, is of central importance to KESSEL and its partners. Suppliers are encouraged to take measures to reduce energy consumption and minimise CO₂ emissions. This includes using energy-efficient production methods and switching to renewable energy sources wherever possible. Together, we strive to reduce the environmental footprint at every stage of the supply chain.

Resource efficiency: less is more

Efficient resource utilisation is an essential part of sustainable action. Suppliers should endeavour to design their processes in such a way that material consumption is optimised and waste is minimised. This includes promoting recycling and the reuse of materials to reduce the environmental impact and support a circular economy. The responsible use of raw materials contributes to the conservation of nature and the long-term safeguarding of valuable resources.

Protection of human health and the environment

The protection of human health and the environment is an indispensable part of our suppliers' responsibility. They must implement measures to ensure that neither production processes nor waste or emissions are harmful to human health. This includes the proper handling of chemicals and hazardous substances in order to protect both the environment and employees. The responsible use of

resources and compliance with strict environmental standards are prerequisites for maintaining sustainable business relationships with KESSEL.

Business ethics and anti-corruption

Integrity and transparency are the cornerstones of our business relationships. Suppliers are obliged to demonstrate ethical behaviour and to refrain from any form of bribery, corruption and unfair competition. Business decisions must be based exclusively on factual grounds and must not be influenced by personal interests. KESSEL expects its suppliers to implement anti-corruption mechanisms and to train their employees accordingly.

To protect data and confidentiality, suppliers must protect all sensitive information received and ensure that it is only used within the framework of legal regulations and business agreements.

Transparency and communication

KESSEL requires its suppliers to provide a whistleblower system through which employees and partners can anonymously report violations of this Code of Conduct. It is important that whistleblowers are protected and do not suffer disciplinary action for reporting violations.

Extended requirements for the supply chain

The standards of this Code of Conduct not only apply to direct suppliers, but must also be passed on and implemented along the entire supply chain. Suppliers are obliged to inform their sub-suppliers accordingly and to ensure that they also comply with the specified standards.

All employees must be informed about the content of this Code of Conduct and actively support its implementation.

Violations and obligations to cooperate

If suppliers become aware of violations of this Code of Conduct, they must inform KESSEL immediately and actively cooperate in clarifying the matter. The legitimate interests of suppliers and the rights of employees, in particular the protection of data and business secrets, must be respected. This reporting obligation also extends to violations committed by subcontractors. Suppliers are also obliged to inform their employees about their rights and the possibility of reporting violations. Reports can be submitted at any time, even anonymously, and will be carefully processed by the responsible compliance team. Whistleblowers are protected from disadvantages or disciplinary measures.

Concluding remarks

KESSEL sees its suppliers as partners in the implementation of sustainable and responsible business strategies. We are working together to strengthen our supply chains and promote standards for ethical, ecological and social behaviour.