

Perschmann Calibration Code of Conduct for Suppliers

Scope

This document applies to Perschmann Calibration GmbH (hereinafter referred to as "PeCal") and is binding on:

1. Suppliers in the field of direct procurement
2. Suppliers in the field of indirect procurement

PeCal is committed to sustainable and responsible business practices – in the interests of the company, its employees and the general public. Compliance with the applicable laws and regulations of the respective countries is the basis of the cooperation. In addition, we respect the cultural, social, political and legal diversity of societies and nations. We also expect our suppliers to behave in accordance with our principles in accordance with this Code of Conduct.

In all business activities within their own sphere of influence, suppliers should work to ensure that their business partners and suppliers also recognize these principles. This Supplier Code of Conduct is based on the principles of the United Nations Global Compact and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. **PeCal** will investigate violations of this Code of Conduct. The aim is to jointly improve the situation in order to meet the requirements of the Code of Conduct. **PeCal** reserves the right to take appropriate measures in the event of violations, up to and including the termination of the business relationship.

1. Social affairs and human rights

PeCal expects its suppliers to comply with the principles of the Code of Conduct and not to commit or participate in human rights violations.

• Child labour and forced labour

We expect our suppliers to comply with the minimum age defined by the International Labour Organization (ILO) and to comply with the respective government approvals for employment. We also expect any form of forced labour, servitude, modern slavery or human trafficking to be rejected.

• Discrimination and ethical recruitment

When selecting their employees, we expect our suppliers to be guided only by their qualifications and skills and to maintain equal opportunities in recruitment and employment. We particularly expect that there will be no discrimination due to skin colour, gender, age, nationality, political or religious opinion, social or ethnic origin, disability or sexual orientation in their sphere of influence. This includes safeguarding women's rights and promoting gender equality.

• Remuneration and working hours

We expect our suppliers to ensure that compensation and benefits are at least equal to the statutory minimum wage and that they comply with the legal working hours/government working time regulations of the respective country as well as applicable laws and regulations regarding layoffs.

- **Freedom of association**

The fundamental right of every employee to join workers' organisations must be recognised by our suppliers. In addition, we expect that all national and international laws applicable at the respective place of employment, such as the right to strike or the right to collective bargaining, are complied with. Workers shall not be intimidated, harassed or subjected to reprisals for exercising any of these rights.

- **Occupational health and safety**

We expect our suppliers to comply with the national and international occupational health and safety regulations applicable at the place of employment. In addition, our suppliers are constantly striving to improve and develop working conditions.

- **Security forces**

We expect our suppliers not to engage private or public security forces to protect the company if their use violates applicable human rights, civil liberties or labour laws.

- **Local Community Rights and Forced Eviction**

Our suppliers respect applicable local, national, international and traditional land, water and resource rights, and we especially expect the rights of indigenous peoples and local communities to be respected, promoted and protected throughout the supply chain. We expect our suppliers to reject any form of unlawful eviction and expropriation for the acquisition, development or other use of land, forests and waters.

- **Fair treatment**

In addition to the prohibition of discrimination, business partners must provide a working environment that does not tolerate and is free from cruel and inhuman treatment and the threat thereof, including sexual abuse, corporal punishment, verbal abuse, and the exposure to psychological or physical coercion.

- **Disciplinary measures**

Physical punishment and torture, mental and psychological coercion, verbal assaults and the mere threat of such acts must not be carried out under any circumstances.

- **Other human rights**

Our suppliers respect and support the observance of all other national human rights applicable at the place of employment as well as any internationally applicable human rights.

2. Environmental protection

We expect our suppliers to comply with applicable environmental laws, standards and other regulations. Environmental pollution and hazards must be minimized and environmental protection in daily business operations must be continuously improved.

- **Water quality and consumption**

Wastewater from operating procedures, manufacturing processes and sanitary facilities must be typed, monitored, checked and, if necessary, treated before discharge or disposal, in compliance with the applicable regulatory requirements. In addition, measures should be introduced to reduce the production of wastewater.

- **Soil and air quality**

We expect soil quality impacts to be monitored and controlled to prevent soil erosion, nutrient degradation, subsidence and contamination. General emissions from operations (air and noise emissions) as well as greenhouse gas emissions must be typed, routinely monitored, checked and, if necessary, treated before they are released, in compliance with the applicable regulatory requirements.

- **Decarbonization**

We expect our suppliers to provide transparency regarding direct and indirect CO₂ emissions, to set reduction targets and to take appropriate measures to reduce greenhouse gas emissions and improve energy efficiency. These include, for example, the use of renewable energies and the use of secondary or biomaterials. Our suppliers are also required to prepare and submit reports on greenhouse gas emissions as required to ensure transparency and accountability with regard to environmental impacts.

- **Sustainable resource management and waste reduction**

We expect that all waste and recyclables generated are sorted and, as far as possible, reused or recycled, if they cannot be completely avoided. Production scrap is recycled in the best possible way in the company's own production.

- **Protection of biodiversity**

We expect our suppliers to support biodiversity and therefore not contribute to change, deforestation and degradation of natural forests, countries and other natural ecosystems. We also expect the observance of local, regional and national laws on animal welfare.

3. Handling of information

We expect the protection of sensitive information to be guaranteed by our suppliers. In addition, the duty of secrecy must be observed.

4. Fair Trade Practices

- **Commitment to integrity**

PeCal is determined to conduct business with the highest level of integrity. Acting ethically and sustainably is an essential prerequisite for a successful business relationship with our external partners. **PeCal's** suppliers and contractors must comply with all applicable legal requirements relating to their actions and business environment, as well as **PeCal's** obligations under international conventions.

- **Prohibition of corruption and bribery**

We expect our suppliers not to tolerate or participate in any form, directly or indirectly, corruption, extortion or bribery, and not to offer, grant or promise any benefits to government officials or private sector parties in order to influence official actions or gain an unfair advantage.

- **Fair competition, antitrust law, intellectual property rights and plagiarism**

Our suppliers act in accordance with national and international competition laws and do not participate in price fixing, market or customer sharing, market agreements or bid fixing. We expect them to respect the intellectual property rights of others and establish effective procedures to detect plagiarism.

- **Conflict of interest**

We expect our suppliers to avoid all conflicts of interest that may adversely affect business relationships and to disclose them to **PeCal** and to avoid their occurrence.

- **Money laundering, terrorist financing**

None of our suppliers will directly or indirectly facilitate money laundering or terrorist financing.

- **Data protection and data security**

Our suppliers will process personal data confidentially and responsibly, respecting everyone's privacy and ensuring that personal data is effectively protected and used only for legitimate purposes.

- **Export control and customs regulations**

We expect our suppliers to comply with applicable export control and customs regulations.

- **Acting in accordance with the law**

We expect our suppliers to comply with all laws and regulations at home and abroad. They keep in mind that legal and social norms change over time. Therefore, they continuously review their behaviour and adapt it according to the requirements. Furthermore, our suppliers comply with all international economic sanctions (including embargoes) as well as all sanctions imposed by the European Union.

5. Responsible use of chemicals/raw materials/conflict minerals

- **Chemicals/raw materials/conflict minerals**

Our suppliers will make reasonable efforts to avoid in their products the use of raw materials that come from conflict or risk areas and contribute to human rights violations, corruption, the financing of armed groups or similar negative impacts. Chemicals or other materials that pose a hazard when released into the environment shall be identified and managed in such a way as to ensure safety during the handling, transport, storage, use, recycling or reuse and disposal of such substances. We especially do not supply products containing the chemicals referred to in Article 3(1)(a) of and Appendix A of the Stockholm Convention of 23 May 2001 on Persistent Organic Pollutants. Our suppliers are required to keep documents regarding the origin of their materials and make them available upon request.

- **Mercury**

We expect our suppliers to ensure that products supplied by them have not been manufactured with mercury or mercury compounds and that mercury waste has been properly treated (Minamata Convention).

6. Implementation of the Code of Conduct

- **Whistleblowing and protection against retaliation**

We expect our suppliers to allow their employees to raise legal or ethical issues and concerns without fear of retaliation. In addition, our suppliers are expected to take steps to prevent, detect and remedy retaliatory actions. No one should be disadvantaged if a possible violation is reported in good faith.

- **Risk management**

We expect our suppliers to identify human rights and environmental risks in their supply chains and, if necessary, to take appropriate action promptly.

7. Compliance with PeCal's Code of Conduct for Suppliers

The aforementioned expectations are seen as the basis for the successful business relationship between us and our partners. To comply with supply chain due diligence obligations, **PeCal** suppliers must, upon request, fully and truthfully disclose information on compliance with its obligations under this Supplier Code of Conduct. In addition, we expect our partners to meet their financial responsibilities, to conduct all business transactions transparently and to accurately reflect them in the company's records. Our suppliers pass on all the principles and requirements described herein to their subcontractors and suppliers. Violations of the above requirements on the part of a supplier or upstream supplier can be reported at any time to the compliance department of **PeCal** (compliance@perschmann.de, phone: +49 5307 933-105). Our suppliers undertake to inform our compliance department immediately in the event of a violation or suspicion of a violation of the Code of Conduct.

To demonstrate compliance with the principles, requirements and recommendations set out in this Supplier Code of Conduct, our suppliers may be required to provide transparent disclosure of compliance. In addition, **PeCal** is entitled to conduct audits of suppliers remotely or on-site, including by commissioned third parties, in order to evaluate the measures taken to comply with this Supplier Code of Conduct. Each supplier is obliged by this Code of Conduct to assist **PeCal** in conducting such audits; the supplier will provide all documents and information and information necessary to carry out the audit and will provide access to its premises. Audits usually take place during normal business hours. We will determine the time for an audit with the appropriate lead time and in consultation with our supplier. When conducting the audit, we will comply with data protection regulations and ensure that the confidentiality of our supplier's trade secrets is maintained, if necessary, by concluding specific confidentiality agreements.

By signing, the supplier undertakes to acknowledge and comply with all the principles and regulations of the Code of Conduct, in addition to the obligations arising from supply contracts.

Place, Date

Signature(s)

Name(s) (in block letters), function

company stamp

Referenzen:

UN Global Compact: www.unglobalcompact.org

Internationale Arbeitsstandards: <http://www.ilo.org/global/lang--en/index.htm>