

SUPPLIER CODE OF CONDUCT



INTRODUCTION

Herding GmbH Filtertechnik is an internationally active, innovative mechanical engineering company with self-developed products of highest quality. Our solutions are known worldwide for technical excellence, reliability, and sustainability. They are used in a wide variety of industries.

Our business activities are based on a clear understanding of values and are always in line with applicable legal requirements and responsible, social, ethical, and ecological thinking and action. These principles of conduct apply worldwide and to all employees of our company.

We expect our suppliers, subcontractors, and all partners within our supply chain to commit to these principles, ensure compliance with them, and effectively communicate the principles of this Code of Conduct to upstream and downstream stages. However, this does not establish any rights in relation to third parties.

For us, living our values is the basis for sustainable economic development, entrepreneurial success, and protecting the image of our quality products.

2. COMPLIANCE WITH THE LAW

We expect our suppliers to comply with all applicable laws and other legal regulations of the countries in which they operate. If local laws and regulations are less restrictive, actions are guided by the principles of this Code of Conduct.

In the case of a direct conflict between mandatory local law and the principles contained herein, local law shall take precedence. However, everyone shall endeavor to comply with the contents of this Code of Conduct.

3. INTEGRITY & COMPLIANCE

3.1. CORRUPTION & BRIBERY

Any form of corruption, bribery, extortion, or other unfair influence is strictly prohibited. Gifts that are intended to influence business decisions or give the appearance of doing so, or that could be perceived as doing so, or that could be perceived as giving an unfair advantage, may not be promised, offered, granted, requested, or accepted.

3.2. FAIR COMPETITION

Compliance with national and international competition and antitrust laws is mandatory. Participation in price agreements, sharing markets or collusion in respect of customers, markets and bids is prohibited.

3.3. PREVENTION OF MONEY LAUNDERING

Transactions or participation in transactions that serve to conceal or integrate criminal or illegally acquired assets are prohibited. Legal obligations to prevent money laundering are complied with.

3.4. PROTECTION OF INFORMATION & INTELLECTUAL PROPERTY

Intellectual property belonging to Herding, as well as confidential information, customer information, and trade secrets, must be protected and may not be disclosed or used without authorization. This also applies after the business relationship has ended.

3.5. DATA PROTECTION

Compliance with applicable data protection laws and the protection of personal data and sensitive company information must be ensured.

3.6. EXPORT & IMPORT CONTROL

You are obliged to ensure that your actions comply with all applicable laws and regulations governing the export or import of the goods you supply. This also includes sanctions laws.



4. CONFLICT MINERALS

Responsible sourcing of raw materials is essential. So-called conflict minerals - including gold, tin, tantalum, and tungsten - must not originate from sources that directly or indirectly finance armed conflicts or cause human rights violations, particularly in the Democratic Republic of Congo and its neighboring countries.

Suppliers are obliged to refrain from using these minerals wherever possible, but if this is not possible, they must disclose the origin of these raw materials and implement appropriate due diligence measures in their supply chain. This also applies to other minerals (extended conflict minerals) such as cobalt, mica, graphite, lithium, copper, and nickel, which are also mined in other geographical risk areas around the world.

Note on the implementation of conflict minerals: Procurement of conflict minerals only from trustworthy, audited, and certified smelters and refiners. These are, for example, companies that belong to the Responsible Minerals Initiative (RMI) and follow the Responsible Minerals Assurance Process (RMAP).

Reporting on which smelters the minerals originate from can be done by using the standard excel template CMRT or EMRT from the RMI.

The templates can be downloaded free of charge from the RMI homepage.

The language of the template can be changed in the "Declaration" tab, e.g. to German or another language.

5. HEALTH & OCCUPATIONAL SAFETY

We expect you to take responsibility for the health and safety of your employees and to comply with all applicable legal regulations and internationally recognized standards and guidelines.

Legal requirements such as:

Safety regulations, personal protective equipment, suitable workplace design, workplace ergonomics, accident reporting system, emergency plans, preventive checks, risk assessments, safety instructions, employee training on occupational safety and health protection, access to clean sanitary facilities, access to drinking water, etc.

6. REMUNERATION & WORKING HOURS

Remuneration and working hours are based on applicable laws and, where applicable, existing binding collective agreements, and are supplemented by the relevant national minimum wage laws.

Employees should be informed clearly, transparently, and regularly about their remuneration and working hours. Unlawful wage deductions used as disciplinary measures are not permitted. Overtime is only permitted within the legal framework and must be adequately compensated or compensated with time off. Rest periods and breaking regulations must be observed.

The applicable laws and international labor standards regarding maximum permissible working hours are observed.

7. COMPLIANCE WITH HUMAN RIGHTS

We and our suppliers respect human rights and treat people with dignity and respect. We do not tolerate any form of discrimination. We respect the privacy of each individual and promote diversity, equality, and equal opportunities. We are integrative and ethically correct.

7.1. PROHIBITION OF CHILD LABOR

We/you do not tolerate child labor and do not hire employees who do not meet the legal minimum age requirements.



7.2. PROHIBITION OF FORCED LABOR, MODERN SLAVERY & HUMAN TRAFFICKING

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

Any form or involvement in human trafficking is strictly prohibited. This applies to suppliers as well as their supply chain. It also includes the use of labor that has been obtained illegally, particularly through migrant smuggling.

7.3. FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

We/you 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 we/you operate. If this is not permissible, we seek appropriate compromises for our employees.

8. ENVIRONMENT, ENERGY & CLIMATE PROTECTION

We/you act in accordance with the applicable laws and are guided by international standards to minimize negative effects on the environment and to continuously improve activities for environmental and climate protection.

All employees are sensitized to environmental protection and the necessary training measures are offered.

We/you have taken appropriate environmental protection measures (e.g. implementation of a company environmental protection management system) that cover the following topics:

- » Objectives, definition and implementation of measures and their continuous improvement.
- » Environmental aspects like:
 - Reduction of CO₂-emissions
 - Use of renewable energies

- Increasing energy efficiency
- Ensuring water quality and reducing water consumption
- Ensuring air quality
- Promotion of resource efficiency
- Waste reduction, waste separation and proper disposal
- Responsible handling of hazardous substances

9. IMPLEMENTATION, SUPPLY CHAIN

We expect our suppliers to comply with the principles of this Code of Conduct or to apply equivalent codes of conduct and to enforce them in their company and their supply chains.

We expect suitable and reasonable efforts to be made to implement and comply with the principles and values described in this Code of Conduct. As well as the sensitization and training of employees on the contents of the Code of Conduct.

We reserve the right to review the application of this Code of Conduct to our suppliers. This may take the form of questionnaires, assessments or audits, for example. If there are still doubts regarding compliance with this Code of Conduct, you may be asked to take appropriate measures. If necessary, the business relationship may also be terminated.

10. REPORTING SYSTEM, WHISTLEBLOWER PROTECTION SYSTEM

We attach great importance to integrity, transparency and responsible conduct throughout the supply chain.

We expect from our suppliers / our supply chain to set up a whistleblower protection system or mechanisms that enable their employees and third parties (e.g. subcontractors) to report illegal or irregular behavior directly or anonymously without fear of discrimination, disadvantages or sanctions.





SIGNATURE

E-Mail
meldestelle@herding.de

In writing
Herding GmbH Filtertechnik
Meldestelle
August-Borsig-Straße 3
92224 Amberg

Telephone
09621/630-203

We offer our employees and business partners, as well as employees of our suppliers, access to a protected mechanism to confidentially report possible violations of the principles of this Code of Conduct.

If you have any information, please contact the following office directly or anonymously.

Company

Name of the signatory in block capitals

Place, Date

Function of the signatory

Signature

Company stamp

Herding GmbH Filtertechnik
August-Borsig-Str. 3
D-92224 Amberg / Germany



ANSWERS TO
Material Compliance
material.compliance@herding.de