

The logo for 'areus' is displayed in a blue sans-serif font. The letter 'e' is highlighted in orange. The logo is positioned at the top of a white, torn-edge paper graphic that has two pieces of yellow tape on its top corners. The paper has horizontal lines and a wavy bottom edge.

# Code of Conduct

## For our SUPPLIERS

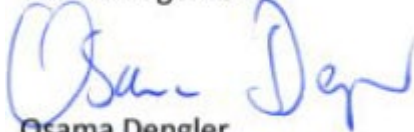
Areus is committed to ecologically and socially responsible corporate governance. We expect the same behaviour from all our suppliers. We also expect our employees to observe the principles of ecological, social and ethical behaviour and to integrate them into our corporate culture. We also endeavour to continuously optimise our business activities and our products *in terms of* sustainability and ask our suppliers to contribute to this in the sense of a holistic approach. Our foundation is based on strict compliance with laws and regulations for all actions, measures, contracts and other processes of Areus GmbH. We therefore expect our suppliers to comply with the applicable laws in their business activities with us. They should also work towards ensuring that this Code of Conduct is also observed by third parties that they commission to fulfil contracts with us.

The Code of Conduct is based on national laws and regulations such as the Supply Chain Due Diligence Act (LkSG) and international conventions such as the United Nations Universal Declaration of Human Rights, the Guidelines on the Rights of the Child and Business Conduct, the United Nations Guiding Principles on Business and Human Rights, the international labour standards of the International Labour Organization and the United Nations Global Compact.


Herrenberg, 1. November 2023

**Areus GmbH**

The Management



Osama Dengler  
Managing Director



Magdalena Bayer  
Member of the Executive Board

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# 1 Human and labour rights

## 1.1 Child labour and young workers

In Child labour must not be used at any stage of production. Suppliers are requested to comply with the recommendation from the ILO conventions on the minimum age for the employment of children. Accordingly, the age should not be less than the age at which compulsory education ends according to the law of the place of employment and in any case not less than 15 years. If children are found at work, the supplier must document the measures to be taken to remedy the situation and enable the children to attend school. Young workers under the age of 18 must not be employed for work that is harmful to the health, safety or morals of children. Special protective regulations must be observed.

## 1.2 Salaries and Social benefits

The remuneration for regular working hours and overtime must correspond to the national statutory minimum wage or the minimum standards customary in the industry, whichever is higher. The remuneration for overtime must in any case exceed the remuneration for regular hours. If the remuneration is not sufficient to cover the costs of normal living expenses and to build up a minimum level of reserves, the supplier is obliged to increase the remuneration accordingly. Employees shall be granted all legally prescribed benefits. Deductions from wages as punitive measures are not permitted. The supplier must ensure that employees receive clear, detailed and regular written information on the composition of their remuneration.

## 1.3 Working hours

Working hours must comply with the applicable laws or industry standards. Overtime is only permitted if it is voluntary and does not exceed 12 hours per week. Employees must be granted at least one day off after six consecutive working days. The weekly working time may not regularly exceed 48 hours.

## 1.4 Prohibition of forced labour and slavery

Forced labour, modern slave labour or comparable measures that deprive people of their liberty are prohibited. All work must be voluntary and there must be the possibility of terminating the employment relationship.

### 1.5 Non-discrimination and harassment, women's rights

We do not tolerate discrimination on any grounds, in particular skin colour, ethnic origin, nationality, gender, religion or ideology, disability, age or sexual identity, and take a firm stance against it. Promotions and new appointments have not to be discriminatory. The selection, recruitment and promotion of employees is always based on their qualifications and abilities

We do not tolerate any inappropriate treatment of employees, such as psychological hardship, sexual harassment, bullying or discrimination, whether by superiors, employees or business partners.

We condemn any distinction, exclusion or restriction based on gender that has the effect or aim of impairing or frustrating the recognition, use or exercise of human rights and fundamental freedoms based on the equality of men and women.

### 1.6 Freedom of association and collective bargaining

The right of employees to form and join organisations of their choice, to engage in collective bargaining and to strike must be respected. In cases where freedom of association and the right to collective bargaining are restricted by law, alternative possibilities for independent and free association of employees for the purpose of collective bargaining must be provided. Employees must not be discriminated against on the basis of founding, joining or being a member of such an organisation. Employee representatives must be granted free access to the workplaces of their colleagues to ensure that they can exercise their rights in a lawful and peaceful manner.

### 1.7 Diversity, equality and inclusion

Our business partners promote equal opportunities and equal treatment of their employees regardless of their skin color, race, nationality, ethnicity, political affiliation, social background, political affiliation, social background, disability, sexual identity and orientation, religious beliefs, gender or age. These principles are also observed when recruiting employees.

### 1.8 Rights of minorities and indigenous peoples

The rights of indigenous peoples and local communities should be respected, promoted and protected throughout the supply chain in accordance with the United Nations Declaration on the Rights of Indigenous Peoples.

### 1.9 Land, forest and water rights and forced eviction

The activities of our business partners - including the production and processing of raw materials - should protect natural ecosystems and stop the alteration, deforestation and degradation of forests based on the identification and management of natural forests and other natural ecosystems. Furthermore, no unlawful forced evictions are to be carried out and no land, forests or water bodies are to be unlawfully seized when acquiring, building on or otherwise utilising them.

### 1.10 Use of private or public security forces

There is an obligation not to engage or use private or public security forces if, due to a lack of instruction or control on the part of the company, there is a risk that the prohibition of torture and cruel, inhuman or degrading treatment will be disregarded, that life or limb will be injured or that freedom of association and union will be impaired when the security forces are deployed.

### 1.11 Occupational safety

Occupational health and safety and health management as well as the health and safety of our employees have the highest priority. We expect our business partners to act in accordance with the applicable legal and international standards relating to health and safety in the workplace and to ensure safe working conditions for their employees.

## 2 Integrity and compliance

### 2.1 Combating corruption and money laundering

Our business partners comply with applicable anti-corruption laws and regulations and reject any form of bribery, theft, embezzlement or extortion. Gifts or benefits that could lead to a conflict of interest and are related to our business activities may not be accepted or granted.

## 2.2 Data protection and data security

The protection of privacy and the safeguarding of information security have top priority. When using personal data, the protection of privacy must be observed and the security of the data must be guaranteed. Our business partners comply with applicable data protection laws and ensure that confidential information in connection with our business activities is kept confidential.

## 2.3 Financial responsibility

The accounting process complies with applicable laws and recognised standards. Information is provided accurately, continuously and promptly.

## 2.4 Disclosure of information

The business partner is responsible for handling all information he receives or creates in the course of his work. If the business partner is legally obliged or authorised by contract to disclose confidential information, the client concerned shall be informed of the information provided, unless prohibited by law. All other information and results are subject to confidentiality and non-disclosure.

## 2.5 Fair competition and antitrust law

The standards of fair business, fair advertising and fair competition must be observed. In addition, the applicable antitrust laws must be applied, which in particular prohibit agreements and other activities that influence prices or conditions when dealing with competitors. These regulations also prohibit agreements between customers and suppliers that are intended to restrict customers' freedom to determine their own prices and other resale conditions.

## 2.6 Conflicts of interest

We expect our business partners to ensure that their employees act in the best interests of their company without allowing their private interests or personal reasons to influence the business relationship. Areus and its business partners avoid any activities that could lead to a conflict of interest between the employees of Areus and those of the business partner.

## 2.7 Intellectual property and plagiarism

Intellectual property rights must be respected; technology and expertise must be transferred in such a way that intellectual property rights and customer information are protected. Counterfeit products may neither be circulated nor acquired.

## 2.8 Export controls and economic sanctions

The Supplier shall comply with all applicable import and export control laws, sanctions and embargoes that impose restrictions on the export or re-export of goods, software, services and technology to certain destinations and prohibitions on transactions involving certain restricted countries, regions, organisations and individuals.

## 2.9 Whistleblowing and protection from retaliation

At Areus, employees in the working environment must feel free to report known or suspected misconduct, including violations of the Code of Conduct. We expect the same from our business partners. Any retaliation against a person who in good faith reports an actual or suspected violation is strictly prohibited

# 3 Ecological responsibility

## 3.1 Greenhouse gas emissions, energy efficiency, renewable energies

We expect our suppliers to take sustainable measures to protect the climate and reduce greenhouse gas emissions, in particular their CO2 emissions, for example by using renewable energies or increasing energy efficiency.

## 3.2 Decarbonisation

Our suppliers should support the "European Green Deal" (climate-neutral Europe by 2050) in the best possible way, prioritise the use of low-carbon energy and minimise the use of fossil fuels. This should take place in the industrial, transport and building sectors and reduce unnecessary CO2 emissions.

## 3.3 Water quality, consumption and management

Our suppliers pay attention to low and careful water consumption and ensure that waste water generated during production is returned to a controlled cycle.

## 3.4 Air quality

General emissions from operations (air and noise emissions) and greenhouse gas emissions shall be standardised, routinely monitored, verified and treated as necessary prior to release. The supplier is also responsible for monitoring its emission control systems and is required to find cost-effective solutions to minimise any emissions.

### 3.5 Responsible chemicals management

Our supplier is committed to minimising negative effects on the environment and the health of its employees as well as to conserve natural resources when handling chemicals. The use, handling, storage and disposal of hazardous substances are carried out in accordance with the relevant statutory regulations.

### 3.6 Sustainable resource management, waste avoidance, reuse and recycling

Our suppliers have a duty to use natural resources responsibly and to contribute to the careful consumption of energy, water and fuels. They also endeavour to reduce waste, avoid unnecessary waste and return recyclable raw materials to the cycle.

### 3.7 Biodiversity, land use, deforestation and animal welfare

Our supplier is actively committed to protecting biodiversity. This includes a responsible organisation of the company's near-natural areas with regard to land use and deforestation, the preservation of soil quality and the protection of biodiversity and animals. We require that all national and international legal standards regarding animal protection and animal welfare are complied with.

### 3.8 Soil quality

We expect our suppliers to protect the soil by preventing harmful soil changes and limiting land utilisation.

### 3.9 Noise emissions

The supplier shall ensure conformity with the legal requirements for workplace and environmental noise with the aid of suitable noise protection measures and precautionary measures. In doing so, it shall take into account the specific requirements of employees as well as local communities and residents by taking both technical and organisational measures to reduce noise emissions to a minimum.

### 3.10 Responsible procurement of raw materials

Areus' suppliers must support activities that ensure the responsible procurement of raw materials. The procurement and use of raw materials that have been obtained illegally or through ethically reprehensible or unreasonable measures must be avoided. The use of raw materials such as conflict minerals that are subject to embargoes or other import restrictions must be ruled out. Suppliers are therefore obliged to identify these raw materials in manufactured products in the supply chain and to disclose the origin and sources of the raw materials they use.

Compliance with the Business Partner Code of Conduct is essential for the business relationship between Areus and its business partners. The Code of Conduct is agreed in consultation with and recognised by the Business Partner. If the Business Partner violates this Code, Areus reserves the right to terminate the business relationship in accordance with applicable laws. The Business Partner undertakes to inform itself about the business practices of its suppliers and business partners and to oblige them to comply with the Code of Conduct or comparable values.



We hereby confirm that we comply with the Code of Conduct for Business Partners of Areus GmbH and act in accordance with him.

Company Name: .....

Address: .....  
.....

Name and signature: .....

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