

Code of Conduct for Suppliers & Business Partners



MUTARES

1. ABOUT US

We, Mutares SE & Co. KGaA (hereinafter "Mutares"), specialize in the acquisition, restructuring and disposal of companies and parts of companies in difficult situations. We hold a diversified portfolio of operating subsidiaries from various economic sectors.

Our portfolio companies are spread across four industry segments:

Mutares and the portfolio companies (hereinafter "Mutares Group", "We") attach great importance to sustainability in all our business activities. This importance of sustainability is already reflected in our four core corporate values:

1. Entrepreneurship
2. Sustainability
3. Integrative Management
4. Personal Integrity

The great diversity of the portfolio companies is reflected in the large number of our suppliers of raw materials, components and services around the world. As part of our procurement processes, we not only attach importance to legal, commercial and technical aspects, but also take into account the three criteria of sustainability:



ENVIRONMENTAL



SOCIAL



GOVERNANCE

„ESG“: Environmental, Social, Governance.



AUTOMOTIVE & MOBILITY

ENGINEERING & TECHNOLOGY

GOODS & SERVICES

RETAIL & FOOD

2. OUR EXPECTATIONS

From you - the suppliers and business partners of the Mutares Group - we expect that you also acknowledge and comply with the following ESG standards. They are based in particular on the Mutares Code of Conduct and the ten principles of the "Global Compact" of the United Nations.



1. ENVIRONMENTAL

- You comply with all environmental, health and safety regulations that apply to you.
- You promote the safe and environmentally compatible development and manufacture of your products as well as their transport and disposal
- They ensure product quality and product safety and have implemented appropriate management systems for documentation and improvement.
- You protect your employees as well as your immediate environment and the public from hazards that may emanate from your products and processes.
- You produce in a resource-saving way, use environmentally friendly technologies and reduce your waste volumes and other emissions.



2. SOCIAL

- In the course of your business activities, you protect internationally proclaimed human rights and prevent forced labor (including modern slavery and human trafficking) and child labor.
- You support the freedom of association of your workforce and the right to collective bargaining that apply to you.
- You treat your employees fairly and with respect. You create a workplace that is free from harassment or abuse of any kind.
- They allow your employees and other interested parties to report concerns and indications of potential violations of laws or internal regulations.
- In accordance with the applicable laws, you comply with regulations on minimum wages and working hours. You guarantee your employees a living wage in accordance with local conditions.
- You do not supply products containing conflict minerals that directly or indirectly finance or support armed groups and cause human rights abuses, as described in Annex II of the OECD Due Diligence Guidelines for Promoting Responsible Supply Chains of Minerals from Conflict and High-Risk Areas (OECD DDG). We expect you to conduct your due diligence on minerals supply chains in accordance with the OECD DDG recommendations.



3. GOVERNANCE

- You will comply with all applicable national and international trade laws and regulations. In particular, you will comply with the rules of antitrust law, export control, applicable sanctions regulations, laws on data protection, on the protection of secrets as well as on the protection of intellectual property and all other laws applicable to you.
- You fulfilled and continue to fulfill the disclosure obligations under commercial law and register law applicable to your Company.
- Neither your company itself nor its management or owners known to the company are on sanctions or embargo lists that would legally prohibit doing business.
- They prohibit all forms of bribery, corruption and money laundering, coupled with reasonable efforts to prevent these offenses.
- Neither your company itself nor its management or owners are currently charged with or have been mentioned in the media for any criminal offense, particularly in the area of white-collar crime, nor have you been convicted or punished for any administrative penalty in the last five years.
- They prohibit gifts to private or public officials that are likely to influence business decisions or otherwise encourage recipients to violate their respective obligations.
- Your group of companies (parent companies, subsidiaries, joint ventures or other affiliates) either does not include a government-owned or government-controlled entity, or you have disclosed this affiliation to us prior to entering into our business relationship.
- You respect the privacy and confidential information of all your employees and business partners and protect data and intellectual property from misuse.
- They implement an appropriate compliance management system that supports adherence to applicable laws, rules and standards.

We attach great importance to ensuring the aforementioned principles of sustainable development in our supply chains and business relationships. At the same time, we value business relationships at eye level. You can therefore document compliance with the above principles either by acknowledging this Code of Conduct for Suppliers and Business Partners or by demonstrating your company's own existing voluntary commitments with comparable content.

In addition, we reserve the right to conduct audits and assessments of our suppliers and business partners to ensure that you comply with the laws, rules and principles set forth that apply to you. We also reserve the right to take appropriate action should we have cause for concern that you are in fact complying with these requirements. We reserve the right to terminate any business relationship if international principles are violated, no action is taken to end such violations, or systematic violations are evident.

For information on possible violations of the aforementioned principles or other potentially illegal conduct, please contact the Mutares Compliance Office via the following link:

<https://mutares.integrityline.com/>

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