

Supplier Code of Conduct

1. Preamble and scope

Socially and ecologically sustainable conduct has been a basic principle of IFA Technology GmbH ("IFA", "we") for many years. We want companies from across our supply chain to work with us to better protect the environment and safeguard human rights. IFA has developed this Supplier Code of Conduct for this purpose. It specifies the most important social, ecological, and ethical standards that IFA expects its suppliers and subcontractors to comply with. The principles outlined in this Supplier Code of Conduct form an essential component of our supplier selection and evaluation processes, and of course it also forms the foundation of our own conduct within our field of business. Within the scope of our collaboration, we expect our suppliers to comply with and implement these standards in their own company, and to ensure compliance and implementation of these standards along their own supply chain.

We shall be informed immediately in case of any official reprimands or complaints lodged by third parties.

2. Compliance with laws, ethical business practice

We expect that any applicable legislation is complied with and no offences are committed in the course of business decisions and commercial activities.

2.1 Ban on corruption, bribery, personal gain

Our suppliers shall maintain integrity standards of the highest level in all business activities and any cooperation. Corruption, bribery, extortion, fraud or embezzlement, insolvency offences, and personal gain will not be tolerated. In particular, it shall be ensured that employees, subcontractors, or representatives do not grant, offer, or accept bribes, so-called 'facilitation payments', impermissible donations, or other impermissible payments or benefits to or from, as the case may be, customers, officials, IFA employees, or other third parties. Furthermore, the use of suitable monitoring and enforcement processes for applicable anti-corruption legislation shall be ensured.

2.2 Conflict of interest avoidance

Any conflict of interest arising from the cooperation with IFA shall be avoided, i.e., suppliers shall base any decisions associated with their cooperation with IFA on factual considerations and shall not be guided by personal interests in this context. Suppliers shall proactively and immediately inform IFA of any situation that may lead to a conflict of interest in order to enable IFA to take suitable measures.

2.3 Fair competition

The rules for fair business practices, fair advertising, and fair competition shall be upheld by all companies along our supply chain. In particular, they shall comply with any applicable legislation on antitrust and competition, and they shall neither engage in any arrangements conflicting with antitrust legislation nor shall they abuse their dominant position in the market. Impermissible restrictions of competition include but are not limited to anti-competitive behavior and verbal arrangements with regard to the determination or coordination of purchase or selling prices with other suppliers or providers, the assignment of production or sales quotas, the assignment of markets and

customers including bid rigging, as well as import and export restrictions.

2.4 Money laundry

Our suppliers shall observe any applicable domestic and international legislation on money laundry and terror financing. Money laundry and terror financing shall not be supported, neither directly nor indirectly.

2.5 Export control and customs rules

We expect all suppliers along our supply chain to comply with any applicable export and customs legislation and regulations in all countries they do business in. Where a delivery / service provision is subject, wholly or in part, to export restrictions in line with national legislation, EU regulations, or other applicable international embargo and export provisions, we shall be notified of this immediately.

2.6 Confidentiality and privacy

Our suppliers undertake to comply with the legal framework on privacy and information security. Therefore, personal data may be collected and processed only if this is required in order to complete corresponding tasks or if it is mandated by a legal obligation.

Our suppliers ensure that their information systems containing confidential information or data concerning IFA are protected against manipulation, data loss, or unauthorized access by third parties through suitable organizational and technical means. We demand that our suppliers protect confidential information, use it appropriately, and ensure that the privacy rights of the company, its employees, and its customers are not compromised.

2.7 Protection of intellectual property

Intellectual property rights shall be respected; technology and know-how transfers shall be such that intellectual property rights and customer information are protected. All suppliers along our supply chain respect the know-how, patents, corporate and business secrets, and other intellectual property of IFA and third parties. Such information shall not be passed on to third parties without prior express permission by IFA in writing, nor shall it be passed on under any other impermissible circumstances. Furthermore, our suppliers shall not use the confidential information entrusted to them outside the scope of the intended purpose of making such information available to them, and, in particular, they shall not imitate such information by way of reverse engineering.

3. Social responsibility and observance of human rights

3.1 Ban on forced labor

No forced labor, slave labor, or other similar labor shall be used along our supply chain. All work shall be voluntary, and shall not be carried out as a result of threats of punishment. Employees shall be free to terminate their work or employment relationship at any time. Furthermore, there shall be no unacceptable treatment of workers. Commissioning or deployment of security guards shall be refrained from if persons are cruelly or humiliatingly treated or injured during such deployment.

3.2 Ban on child labor

Child labor is not tolerated along our supply chain. Children subject to compulsory schooling due to their age shall not be employed in production or any other service provisioning and, notwithstanding the above, 15 shall be the minimum age for such employment. The definition of child labor as specified by the International Labor Organization (ILO) shall apply. In the event that local legislation specifies a different statutory minimum age of employees or extended compulsory schooling, the higher age limit / the more strict regulation shall apply.

3.3 Fair remuneration

The remuneration shall be paid out to the employees regularly, timely, and in full without exception and in line with applicable legislation. It shall be in line with any local legislation on remuneration, and it shall at least satisfy any applicable minimum wage legislation. Remuneration and other benefits shall enable the employees and their families to enjoy a reasonable standard of living. Wage deductions as a disciplinary measure are not tolerated.

3.4 Fair working conditions

Respectively applicable local legislation and the regulations on working hours specified by the International Labor Organization (ILO) shall be complied with. Working hours and breaks shall at least comply with applicable legislation or industry standards. Corporal punishment, threatening to use physical force, sexual or other forms of harassment, intimidation, and oppression in the work environment is prohibited.

3.5 Equal treatment and inclusion

Our suppliers shall promote equal opportunity and equal treatment of employees, and strictly reject any kind of discrimination. Employees shall not be discriminated against or harassed due to their gender, age, complexion, ethnic or social background, sexual orientation, disability, religion, ideology, or political opinion.

3.6 Freedom of association and collective bargaining

The employees' right to freely associate, organize, appoint employee representative bodies, and to bargain collectively shall be respected in accordance with local legislation.

3.7 Occupational health and safety

The Supplier is responsible for providing a safe and healthy work environment. We expect strict compliance with the respectively applicable local occupational health and safety legislation. Violations in this context are not acceptable. The employees shall be suitably protected from chemical, biological, and physical hazards.

The establishment and use of appropriate occupational safety systems ensures that the measures necessary to prevent accidents and injuries that may occur while performing the assigned activities are taken. Excessive physical or mental exhaustion is to be prevented by way of suitable measures. Employees shall be provided access to sufficient amounts of drinking water and to clean sanitary facilities. Production plants and other machinery shall comply with the safety standards and shall be properly maintained at all times.

3.8 Preservation of natural resources

Our suppliers and any third parties commissioned by them to provide services or materials shall not deprive persons of access to any land, forests, or water bodies that provide them with a livelihood. They are to refrain from any harmful manipulation of soil, water and air pollution, noise emissions, and excessive use of water if this has any adverse effects on the health of persons or significantly affects the natural resources for food production.

3.9 Responsible procurement of minerals

If and when required, we establish processes for tin, tungsten, tantalum, and gold as well as other raw materials such as cobalt in line with the principles of the Organization for Economic Cooperation and Development (OECD) to exercise due diligence in the promotion of responsible supply chains for minerals coming from conflict and high-risk areas. We expect the same from our suppliers. Wherever such minerals are used, the Supplier shall ensure that they are sourced from responsible production facilities.

4. Environmental responsibility

4.1 Consumption of natural resources and environmental protection

We expect that natural resources are used sparingly and that they are preserved as much as possible. Practices such as material reduction and substitution, shared use, maintenance, reuse, reprocessing and recycling, as well as production process modifications are intended to reduce the use of natural resources. Every single link in our supply chain shall be committed to the continuous further development and utilization of environmentally-friendly and climate-friendly products, processes, and technology. All applicable legislation and regulations concerning the ban on or limited use of specific substances in production shall be strictly complied with. Markings for recycling and disposal shall be affixed. Any negative impact on the environment or climate shall be identified and stopped as soon as possible.

4.2 Environmental management system

We expect compliance with any applicable local environmental legislation, regulations, and standards. Furthermore, all suppliers along our supply chain should make an effort to establish and use an appropriate environmental management system. This is to minimize environmental impacts and hazards, as well as to establish and improve environmental protection in everyday operations. The Supplier shall be able to provide corresponding reports and evidence upon request.

4.3 Waste, waste water, emissions

Prior to any discharge or disposal, wastewater from operational procedures, manufacturing processes, and sanitary facilities shall be classified, monitored, tested, and, if required, treated. In addition, measures to reduce the generation of waste, waste water, and emissions should be introduced. Existing treatment systems shall be monitored and checked on a regular basis.

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4.4 Chemicals

The manufacture of products containing mercury is prohibited. We also expect that any persistent organic pollutants or chemicals that are banned on a national or international level are neither produced nor used.

4.5 Energy efficiency

Energy consumption shall be monitored and documented. We expect our suppliers to find economical solutions to minimize their energy consumption and to reduce their greenhouse gas emissions, particularly through the use of environmentally compatible renewable energy.

5. Compliance and grievance mechanisms

5.1 Compliance

All employees of the Supplier shall be informed about the content of this Supplier Code of Conduct and regularly trained accordingly in order to ensure compliance with the requirements stated herein.

We expect our suppliers to identify relevant risks and to take appropriate measures in order to comply with this Supplier Code of Conduct. Our suppliers shall inform us about any risks identified and, if applicable, any measures taken.

In case of any violation of this Supplier Code of Conduct, we reserve the right to take action against the supplier in question, including but not limited to suspending the business conducted with the supplier, obliging the supplier to take appropriate remedial measures, and/or terminating the business relationship.

Suppliers may be requested to complete a supplier self-assessment (e.g. by way of a questionnaire) to provide evidence of their compliance with the principles, requirements, and recommended actions set forth in this Supplier Code of Conduct.

5.2 Grievance mechanisms

We expect our suppliers to provide a process for lodging complaints to all employees so they can report any violations of the standards embedded in this Supplier Code of Conduct. Any reprisal of persons making use of this reporting process is impermissible.

In the event that a supplier becomes aware of violations of or deviations from this Supplier Code of Conduct within its own company or along the supply chain, this shall be reported to IFA immediately and remedial measures shall be taken to an appropriate extent in line with the degree of injury, the risk concerned, and the potential influence associated with such violation or deviation. Any violations identified in the Supplier's field of business shall generally be rectified as soon as possible.

6. Acknowledgement and acceptance by the Supplier

The Supplier hereby confirms to have read and understood this IFA Supplier Code of Conduct (Version 1.0, February 2023). Furthermore, the Supplier confirms compliance with all requirements and instructions mentioned herein and undertakes to implement these requirements – particularly those relating to human rights and environmental protection – along its supply chain and, wherever possible, to conclude agreements to safeguard them vis-à-vis its immediate contractual partners or to

address them in its own supplier code and general terms and conditions.

The Supplier confirms that neither he himself nor his employees have accepted or offered, and will neither accept nor offer in the future, any bribes associated with the conclusion or implementation of this Agreement. He undertakes to refrain from any action that may constitute an offence associated with fraud or embezzlement, insolvency, free competition, granting advantages or bribery involving his employees or third parties.

The Supplier guarantees that he has the permits and agreements required for his activities.

Company: _____

Name: _____

Position: _____

Place and date: _____

Signature: _____