
SCHREINER GROUP SUPPLIER CODE OF CONDUCT

As a company with international business relationships, Schreiner Group sees itself as having a special responsibility to work toward improving the global human rights situation along its supply chain and to help shape its business relationships in a socially responsible manner. Schreiner Group is committed to respecting human rights within its own company and business unit and ensures that human rights are observed and upheld by its direct suppliers.

The Schreiner Group's Supplier Code of Conduct specifies the guiding principles for its global supplier network as set out in its mission statement. These are based on legal regulations such as the German Supply Chain Due Diligence Act (LkSG) and internationally recognized standards such as the International Bill of Human Rights.

Requirements for Schreiner Group suppliers

Compliance with laws and social norms

We are an international company and are therefore subject to different legal systems.

We expect our suppliers to fully comply with applicable laws, whether national, international or local, and to adhere to internationally recognized environmental, social, and corporate governance standards (ESG standards).

Consistent compliance with the law is a matter of course for Schreiner Group. Suppliers must comply with all applicable legal requirements, including antitrust and competition law, corruption and money laundering prevention, export control, and data protection. Suppliers are required to establish a code of conduct or corporate ethics policy and are prohibited from offering or granting special material benefits to Schreiner Group employees. This does not apply to gifts (e.g., hospitality) and product-related events within the limits permitted by law.

Fundamental rights of employees

We expect our suppliers to respect the personal dignity, privacy, and personal rights of each and every one of their employees.

Our suppliers consistently comply with the labor laws applicable in the respective country or state, such as those relating to working hours and employee protection, namely maternity protection, and ensure fair remuneration for work performed.

Our suppliers neither favor nor discriminate against members of employee organizations or trade unions. Legally granted rights to collective bargaining are observed and the right to pursue non-work-related activities is guaranteed.

Our suppliers enable their employees to report grievances (whistleblowing) without incurring sanctions or disadvantages.

Prohibition of discrimination

Any discrimination based on gender, age, religion, race, social background, disability, ethnic or national origin, political affiliations, beliefs, or sexual orientation is prohibited and will not be tolerated by our suppliers.

We encourage suppliers to promote diversity within their sphere of influence wherever possible and to develop appropriate programs that lead to greater equality and the prevention of discrimination in recruitment and employment.

Prohibition of forced labor

All forms of forced labor are prohibited.

If there is suspicion that employees are being forced to work by employment agencies through coercion, duress, deception, intimidation, or because of their political opinions or expressions, we expect all suppliers to subject the respective employment agencies to a thorough investigation and, if necessary, to take appropriate measures.

Prohibition of child labor

Child labor, as defined in the ILO conventions, the conventions of the United Nations, and national laws, is prohibited.

Any form of exploitation of children is prohibited and will not be tolerated by our suppliers.

The rights of young workers are respected and actively protected by our suppliers.

Health and safety at work

A safe and healthy working environment for employees is important. Therefore, our suppliers take effective measures to prevent accidents and damage to the health of their employees caused by the working environment and the work itself, and ensure that an occupational health and safety management system is established, implemented, and maintained.

Business relationships

The way in which the supplier conducts its business with its partners has a lasting impact on the image of its company.

Therefore, it is self-explanatory that the supplier must behave in a manner that is both compliant with regulations and ethically correct in this sensitive area.

Trust, fairness, and a high degree of independence in business decisions characterize the supplier's dealings with its business partners.

Private interests and potential personal advantages have no influence on the supplier's business decisions.

If it is necessary to hire or use private or public security forces to protect a business project, the supplier shall ensure that they comply with the regulations defined here.

Active and passive corruption

The supplier shall fulfill its financial responsibilities by keeping accurate records.

The supplier refrains from any form of corrupt behavior. No unauthorized benefits may be offered, promised, or granted to members of the public sector at home or abroad or to decision-makers in private companies, and no employee of the supplier may allow themselves to be influenced in business decisions by accepting such unauthorized benefits or allowing themselves to be offered or promised such benefits.

Trade controls

We are actively involved in the international transport of goods and commodities and support free global trade.

Therefore, our suppliers are also obliged to observe existing trade controls and comply with regulations on import and export controls, economic embargoes, and anti-terrorism measures.

Information security, confidentiality, and data protection

Data security is of crucial importance to us, as it has a significant impact on our business success and reputation among our customers and business partners, and is subject to specific legal requirements, compliance with which we take very seriously.

Our suppliers also protect company data as well as personal supplier, customer, and employee data from unauthorized access, unauthorized or improper use, loss, and premature destruction using all available appropriate and reasonable technical and organizational means. To this end, they regularly train their employees and review their systems and procedures as part of their processes to identify any need for action.

Our suppliers take all necessary steps to protect confidential information and trade secrets from access and inspection by uninvolved employees and other third parties in an appropriate manner. To maintain confidentiality, they conclude appropriate confidentiality or non-disclosure agreements with their business partners.

The employees of our suppliers are subject to confidentiality obligations with regard to internal matters communicated by Schreiner Group to third parties, unless they have been previously published or made available to third parties in a lawful manner. This applies in particular to trade and business secrets of any kind as well as personal data.

The comprehensive rights of the individuals whose data is collected, processed, and used must be respected. Therefore, personal data in particular may only be collected, processed, and deleted in accordance with the law to the extent necessary and only for the intended purposes.

Environmental protection

Protecting the environment and conserving natural resources is a high priority for Schreiner Group. Animal, land, forest, and water rights are respected, and biodiversity and species diversity are actively promoted.

The supplier must comply with all national and international environmental standards and laws, in particular those applicable to the respective operating site. Schreiner Group also expects its suppliers to refrain from harmful water and air pollution, harmful noise emissions, soil alteration, or excessive water consumption that significantly impair the natural foundations for the preservation and production of food, make it difficult or impossible for people to access clean drinking water and sanitation facilities, or harm people's health.

Schreiner Group also requires suppliers to continuously reduce their environmental impact and hazards and to continuously improve environmental protection within their sphere of influence. It is necessary to continuously minimize resource consumption (energy, water, raw materials, etc.) and environmental impacts (especially emissions, pollutants, waste), as well as to continuously improve and promote decarbonization, reuse, and recycling, and to expand renewable energies.

Our suppliers practice responsible chemical management and ensure the elimination and reduction of chemical, physical, and other hazards.

The results achieved, especially greenhouse gas emissions, should be made available to Schreiner Group upon request.

Substance bans and restrictions

Our suppliers ensure compliance with all relevant, applicable legal or other provisions regarding substance bans and restrictions, as well as the continuous fulfillment of associated obligations. This also includes the regular, proactive transmission of information to Schreiner Group regarding substance bans and restrictions.

Dealing with competition

The supplier engages in free competition, complies with all legal requirements to ensure free and fair competition, and does not enter into any agreements with competitors or other third parties if these agreements could impair free and fair competition. Intellectual property rights are respected.

Implementation of corporate due diligence

For Schreiner Group, its suppliers' commitment to social and environmental responsibility is an essential prerequisite for any business relationship. Suppliers must therefore align their business and procurement activities with these principles and address them appropriately throughout their supply chain.

We expect all suppliers to introduce a due diligence process with appropriate measures to ensure that their suppliers and sub-suppliers also comply with the standards and rules set out in this document. To promote the implementation of this Supplier Code of Conduct, we expect the supplier to implement an appropriate and effective management system for corporate due diligence for people and the environment in its organization and among its direct suppliers. This includes, for example, contractual agreements, a supplier guideline for sustainable procurement, and audits.

The supplier is obliged to define and communicate these requirements as part of its general terms and conditions or through a corresponding sustainability policy or code of conduct for suppliers.

Declaration of acceptance of the Supplier Code of Conduct

By signing, we declare that we have thoroughly read the Schreiner Group Supplier Code of Conduct. Furthermore, we confirm that we understand the requirements of the Supplier Code of Conduct and agree to comply with them in full.

(Place), (date)

Company name with legal form

First and last name of the signatory and signature