

Supplier Code of Conduct

1. Introduction

Binder+Co AG is committed to socially and environmentally responsible corporate management and to making a contribution to sustainable development in the interest of present and future generations. Compliance and ethically correct conduct form the basis of our business activities. We see integrity, appreciation, reliability and sustainability as the cornerstones of our actions.

We are aware that the fulfillment of our own compliance requirements and those of our customers depends to a great degree on how we work together with our suppliers. Binder+Co AG focuses on respectful relationships with its customers, partners, suppliers and employees. We expect the same commitment from our suppliers.

This Supplier Code of Conduct (“CoC”) is valid for all companies in the Binder+Co AG (“Binder+Co”) group and is made available to our suppliers with the aim of integrating and promoting a common understanding of the implementation of compliance, environmental and sustainability issues in our day-to-day business.

This CoC sets out the minimum requirements for all suppliers who have a business relationship with Binder+Co or wish to enter into such a relationship. This CoC forms a binding part of all orders or contracts concluded between Binder+Co and its suppliers.

2. Compliance and Organizational Structures

Binder+Co expects its suppliers to establish and maintain appropriate compliance structures and internal procedures ensuring effective compliance with this CoC or the equivalent guidelines defined by the suppliers themselves.

We expect our suppliers to comply with all applicable laws as well as internal rules and regulations and to fulfill all contractual obligations relating to their business operations. Binder+Co also expects its suppliers to take appropriate measures to commit new and existing suppliers within their own supply chain to adhere to the standards and rules specified in this CoC or the equivalent guidelines defined by the suppliers themselves.

3. Social Responsibility, Human Rights, Health and Fair Working Conditions

Binder+Co expects its suppliers to protect and respect human rights at their business location and in their business activities, ensuring that working conditions comply with the legal provisions and international standards and conventions (such as, for example, the guidelines of the United Nations, ILO and OECD for multinational companies). In particular:

Non-Discrimination

Suppliers will ensure gender equality and equal opportunity for their employees. Discrimination in any form is prohibited. No person shall be discriminated against or disadvantaged on the grounds of age, disability, ethnic background, marital status, gender, skin color, membership in worker's organizations, nationality, political persuasion, religion or ideology, sexual orientation, pregnancy, social background, other personal characteristics or for other objectively unjustified circumstances.

Fair Treatment

The supplier must provide a workplace free of harsh and inhumane treatment. This includes, but is not limited to, sexual harassment, corporal punishment, mental or physical coercion or verbal abuse of employees. Threatening employees with any such treatment is also prohibited.

Exclusion of Forced Labor and Modern Slavery

Suppliers must not use forced labor. Forced labor includes any work or service that is demanded of a person under threat of punishment and for which the said person has not voluntarily offered to perform. Suppliers will prohibit any forms of modern slavery and slavery-like practices.

Prohibition of Child Labor and the Protection of Minors

All forms of child labor are prohibited. National laws as well as international standards for the protection of minors must be observed. The minimum age for employment must not be lower than the legal school leaving age. Under no circumstances shall employees be younger than 15 years old (or 14 years old if this is permitted by national law in accordance with ILO Convention 138). In addition, young people under the age of 18 are not allowed to work at night.

Fair Wages and Working Hours

Suppliers must observe all applicable laws, regulations and industry standards relating to wages and working hours. Wages and other benefits must at least comply with legal regulations and local industry standards. In any event, wages should always be sufficient to meet basic needs and to provide a certain amount of income for free disposal ("living wages"). Wages and other benefits must be clearly defined and paid regularly and in full. The supplier will pay the

statutory social security contributions and benefits to which employees are entitled under national law (for example, insurance benefits, overtime pay and paid leave).

Employees do not work longer than the legally permitted working hours and take the legally prescribed rest breaks. Statutory rest days must be observed.

Freedom of Association and Collective Bargaining Rights

Suppliers will allow their employees freedom of association and the right to engage in collective bargaining. The right of employees to gather in accordance with applicable laws and the right to form or join labor unions and employee representative bodies is to be respected. Employees also have the right to strike in order to resolve workplace and wage issues. Moreover, suppliers will respect their employees' right to resign.

Safety and Health

The supplier is responsible for ensuring a safe and healthy working environment, compliance with relevant safety standards, the implementation of adequate protective measures and of measures to prevent excessive mental and physical exhaustion. All workplaces must be in accordance with applicable laws and regulations. Employees will be provided with access to sufficient quantities of drinking water and to clean sanitary facilities.

Possible hazards for employees must be minimized by appropriate design, technical precautions, administrative controls, preventive maintenance as well as safe working procedures and regular safety training.

The supplier is obliged to have emergency plans in place to minimize the impact of emergencies. This includes training employees in proper evacuation procedures, the emergency reporting system and understanding emergency plans.

Disciplinary Measures

Any disciplinary measures must be in accordance with national law and internationally recognized human rights. Any inappropriate disciplinary measure is prohibited, including, but not limited to, withholding wages, social benefits or documents (for example identification cards) and forbidding employees to leave the workplace. The supplier will ensure that the security personnel working on the supplier's premises act in compliance with generally recognized human rights standards.

Preservation of Natural Resources

The supplier will respect prevailing land rights and refrain from unlawful eviction and the unlawful taking of land, forests, and waters the use of which secures the livelihood of one or more persons. This applies in particular to the acquisition or development of land.

4. Ecological Responsibility, Environment and Sustainability

Binder+Co expects its suppliers to commit to protecting the environment and to manage their companies in a responsible manner in order to meet the environmental requirements of applicable laws, regulations and permits as well as to comply with the principles of the Organization for Economic Cooperation and Development, OECD.

Binder+Co requires its suppliers to use or establish environmental management structures or systems in order to monitor the impact of their business operations on the environment. The following, in particular, must be observed:

Environmental Protection Laws

Suppliers will comply with the applicable environmental protection laws and regulations and observe the prohibitions contained in the relevant environmental agreements with regard to mercury (Minamata Convention), persistent organic pollutants (Stockholm Convention) and hazardous waste (Basel Convention).

The suppliers' operations must fulfill the requirements of waste law as well as emission control and water protection standards. Suppliers will comply with all legislation relating to hazardous substances. In particular, this includes the storage, handling and disposal of hazardous substances. Employees must be trained in the handling of dangerous materials and substances.

Resources and Environmental Impact

Suppliers will avoid any danger to humans and the environment, minimize any impact on the environment and conserve resources.

Suppliers will refrain from activities causing harmful soil changes, water pollution, air pollution, harmful noise emissions or excessive water consumption and which may significantly impair the natural resource base for the preservation of human life and the production of food.

Protection of the environment and the climate as well as the promotion of biodiversity are ongoing obligations which can be met by continuously improving the level of protection, constantly reducing the consumption of resources and energy, improving energy efficiency and reducing the emission of greenhouse gases. Suppliers will make every reasonable effort in this regard in the course of their business activities.

5. Responsible Business Ethics

Binder+Co expects its suppliers to conduct their business with integrity and in accordance with legal requirements and international benchmarks for business ethics. Suppliers will deal fairly with employees, customers, suppliers, competitors and other third parties and will not take advantage of manipulation, the withholding of information, the misrepresentation of legally relevant facts or any other unfair business practices. In particular:

Compliance with Anti-Corruption Laws

Suppliers must comply with all applicable laws and regulations against corruption. Offering, giving or receiving benefits (for example kickbacks or bribes) prohibited under applicable laws and regulations will not be tolerated. Binder+Co expects its suppliers to refrain from any involvement, direct or through third parties, in corrupt practices.

Compliance with Antitrust and Competition Laws

Binder+Co expects its suppliers to refrain from entering into any agreements restricting competition with competitors, distributors or customers or taking part in any other restrictive practices. Suppliers will compete fairly at all times and must observe all applicable laws and regulations against the restriction of competition.

Avoidance of Conflicts of Interest

Suppliers must avoid all conflicts of interest or any situation that may appear to be a conflict of interest. This also includes the disclosure of transactions or any personal or professional relationship that may reasonably be expected to result in a conflict of interest.

Gifts, Entertainment and other Benefits

Binder+Co only permits its employees to accept or offer gifts, invitations or other benefits up to a limited extent. Suppliers are expected to respect and comply with the entertainment and hospitality guidelines of Binder+Co. No gifts or favors may be offered that could be interpreted as an attempt to influence objective decision-making processes of employees.

Data Privacy and Intellectual Property

Suppliers are expected to comply with all applicable laws and industry standards regarding data privacy and data security. Suppliers must exercise the utmost care and maintain the strictest confidentiality when collecting, storing, processing or transferring personal data of Binder+Co employees. In addition, suppliers will protect any intellectual property of Binder+Co (for example patents, trademarks, copyrights, trade and business secrets of and/or confidential information of Binder+Co) that may be disclosed to them as necessary in the course of a business relationship with Binder+Co. Any breach of confidentiality or data security must be reported immediately.

Export Controls

Binder+Co expects its suppliers to comply with laws on export controls and to observe all export and trade sanctions, in particular those imposed by the EU, Switzerland and the USA. If necessary, the supplier will obtain any export licenses that are required and/or support Binder+Co in obtaining export licenses.

6. Implementation of the Requirements

The supplier agrees to adhere to the provisions of this CoC, to address it appropriately along the supply chain, to identify risks within the supply chain and take appropriate measures to minimize them.

In the event that a violation of this CoC occurs or is imminent in their own business area or within the supplier's supply chain, suppliers will:

- do everything possible to remedy the violation as soon as possible, to prevent it or at least minimize the extent of the violation;
- if requested, collaborate with Binder+Co to develop and implement a plan for the remediation, prevention or minimization of the violation.

This CoC forms an essential part of the business relationship between Binder+Co and its suppliers. In the event of a breach of this CoC by a supplier, the respective company of the Binder+Co group is entitled, as described above, to demand that the supplier take measures to remedy the situation or ultimately, to exercise its right of extraordinary termination of the business relationship with the supplier.

7. Reporting

The supplier will establish a company-internal reporting system for violations of the standards defined in this CoC. Employees reporting any such violations must not be disciplined or discriminated in any way. Should the supplier have reasonable suspicion or knowledge of violations against this CoC, they must be reported immediately to Binder+Co via the established reporting channel: <https://whistleblowersoftware.com/secure/binder>. The anonymity and confidentiality of such reports is guaranteed.

8. Audits

Binder+Co is entitled to monitor and audit the supplier's compliance with the principles and requirements set out in this CoC. Audits will take place during normal business hours after reasonable advance notice. The supplier is under obligation to cooperate fully with all investigations and audits within a reasonable period of time.

We hereby confirm that we have received, read and understood the Supplier Code of Conduct of Binder+Co AG (CoC), Version 10/2024. We confirm that we recognize the requirements set out in the Code of Conduct and act in accordance with them.

Company name: _____

Name and function: _____

Date and place of signing: _____

Signature: _____

Company stamp:

This document must be signed by an authorized representative of the company and returned to Binder+Co AG.