

Code of Conduct of the AMK Group for suppliers and business partners in intermediary roles

Preamble:

AMK Holding GmbH & Co. KG and its affiliated companies (hereinafter referred to as “AMK”) consider sustainability to be an essential part of their business processes. With a high level of product and process expertise, we source products, components and services from suppliers worldwide in order to support our customers’ sustainable success with innovative product and service solutions.

The basis for this is responsible corporate management focused on long-term value creation. AMK therefore wants to involve its suppliers in its sustainability strategy directly. As part of our procurement activities, we pay attention not only to process-related, economic and technical criteria, but also to social and ecological aspects.

AMK expects its suppliers to comply with applicable national laws, the principles of the United Nations Global Compact and this Code of Conduct in the course of their activities. In addition, suppliers are expected to implement and maintain their own processes to assist compliance with applicable laws within their company and promote continuous improvement with respect to the principles and requirements of this Code of Conduct. AMK also expects its suppliers to ensure that their affiliated companies also comply with and recognize all principles and requirements described herein.

AMK reserves the right to make reasonable changes to the requirements of this Code of Conduct as the need arises. AMK expects its suppliers to accept these changes.

1.	Compliance with the law	3
2.	Respect for human rights and fundamental freedoms	3
3.	Prohibition of child labor	3
4.	Health and safety.....	3
5.	Environmental protection	4
6.	Supply chain.....	4
7.	Data protection	4
8.	Prohibition of corruption and bribery	4
9.	Fair competition, antitrust and intellectual property rights.....	4
10.	Money laundering.....	4
11.	Conflicts of interest.....	4
12.	Export control and customs	4
13.	Conflict minerals	5
14.	Invitations and gifts	5
15.	Supplier relations	5

The supplier, service provider and/or business partner in an intermediary role hereby declares that it will:

1. Compliance with the law

- comply with the laws of the applicable jurisdiction.

2. Respect for human rights and fundamental freedoms

- promote equal opportunities and equal treatment of its employees, regardless of their skin color, race, nationality, social origin, sexual orientation, political or religious conviction, gender, or age.
- respect the personal dignity, privacy and personal rights of each individual.
- not employ or force anyone to work against their will or contribute to this.
- not tolerate unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment, or discrimination.
- not tolerate behavior (including gestures and physical contact) that is sexually coercive, threatening, abusive, or exploitative.
- ensure adequate remuneration and guarantee the legal national minimum wage.
- comply with the maximum working hours stipulated by law in the respective country.
- recognize, to the extent permitted by law, the freedom of association of employees and neither favor nor discriminate against members of employee organizations or trade unions.
- provide employees with access to a protected procedure for reporting possible violations of the principles of this Code of Conduct.

3. Prohibition of child labor

- not hire workers who do not have a minimum age of 15 years. In countries that fall under the developing country exception to ILO Convention 138, the minimum age may be reduced to 14.
- not hire for risky work workers who do not have a minimum age of 18 years in accordance with ILO Convention 182.

4. Health and safety

- take responsibility for its employees' health and safety.
- contain risks and ensure the best possible preventive measures against accidents and occupational diseases.
- provide training and ensure that all employees are knowledgeable in respect of the topic of occupational safety.
- establish and apply an appropriate occupational safety management system.

5. Environmental protection

- observe legal norms and international standards concerning environmental protection.
- minimize environmental impact and continuously improve environmental protection.
- establish and apply an appropriate environmental management system.

6. Supply chain

- appropriately promote compliance with the contents of this Code of Conduct among its suppliers.
- comply with the principles of non-discrimination during the selection of suppliers and in dealings with suppliers.

7. Data protection

- process personal data confidentially and responsibly, respect the privacy of all, and ensure that personal data is effectively protected and used only for legitimate purposes.

8. Prohibition of corruption and bribery

- not tolerate or participate in any form of corruption or bribery, directly or indirectly, and not offer, grant or promise benefits to government officials or counterparts in the private sector for the purpose of influencing official actions or obtaining an unfair advantage.

9. Fair competition, antitrust and intellectual property rights

- act in accordance with national and international competition laws and not engage in price fixing, sharing of markets or customers, market collusion or bid rigging.
- respect others' intellectual property rights.

10. Money laundering

- comply with the applicable legal obligations regarding the prevention of money laundering and not participate, either directly or indirectly, in money laundering activities or the financing of terrorism.

11. Conflicts of interest

- avoid all conflicts of interest that may adversely affect business relationships.

12. Export control and customs

- comply with the applicable export control and customs regulations.

13. Conflict minerals

- take appropriate measures to avoid the use in its products of raw materials that originate from conflict and risk areas and that directly or indirectly finance armed groups that violate human rights.
- **Note:** Section 1502 of the Dodd-Frank Act requires publicly traded US companies to disclose whether their products contain what are known as 'conflict minerals' that originate from the Democratic Republic of Congo or its neighboring countries. The term 'conflict minerals' includes the raw materials tantalum, tin, gold and tungsten. The disclosure requirement means that the US companies that are directly affected must review their entire supply chain. This also includes AMK and, consequently, AMK's suppliers.

14. Invitations and gifts

- ensure that invitations and gifts are not misused for the purpose of exerting influence and that they are only granted to our employees or persons close to them if the occasion and extent are appropriate, i.e. they are of low value and can be regarded as an expression of local generally accepted business practice.
- ensure that suppliers do not demand inappropriate benefits from AMK employees.

15. Supplier relations

- AMK expects its suppliers to communicate all the principles and requirements described here to their suppliers and service providers and to take them into account when selecting their suppliers and service providers. Suppliers shall encourage their business partners to comply with the standards described above in the course of fulfilling their contractual obligations.
- Compliance with the principles and requirements of this Code of Conduct shall be verified by suppliers at regular intervals, but not more often than once per year, by means of an internal audit. Furthermore, in coordination with the supplier, an inspection by AMK or an appropriately authorized third party can also be carried out.
- Any violation of the principles and requirements laid down in this Code of Conduct will be deemed to be a material breach of the contractual relationship by our suppliers. In the event of suspicion of non-compliance with the content described, AMK reserves the right to demand information on the relevant issue. Furthermore, AMK reserves the right to terminate by extraordinary termination and without notice individual or all contractual relationships with suppliers that demonstrably do not comply with this Code of Conduct or do not strive for and implement improvement measures, even after they have been granted a reasonable grace period by AMK.