

Supplier Code of Conduct

Preamble

RE DEPOSIT Solutions GmbH is committed to ecologically and socially responsible corporate management. We also expect our employees to comply with the principles of ecological, social and ethical behavior and to make these part of the company's culture. We further strive to continuously optimize our business activities and services in terms of sustainability and we require our suppliers to contribute to this through an holistic approach.

In relation to the future co-operation, the Parties are hereby agreeing the applicability of the following provisions for a common Code of Conduct. This agreement forms the basis for all future deliveries. The Parties are obliged to comply with the principles and requirements of the Code of Conduct. The Parties are required to place a contractual obligation on their subcontractors to comply with the standards and regulations set out in this document. This agreement shall take effect on being signed. A breach of this Code of Conduct may be grounds and cause for RE DEPOSIT Solutions GmbH to terminate the business relationship, including all associated supply contracts.

Therefore, the Parties hereby agree as follows:

(1) **Compliance with laws and regulations**

RE DEPOSIT Solutions GmbH requires its suppliers to comply with applicable national and international laws and regulations, including the International Labor Convention (ILO) and the United Nations Universal Declaration of Human Rights, industry standards and all other relevant statutory provisions. Should statutory provisions or other rules that deviate from the requirements set out in the Code of Conduct apply in individual countries in which the supplier operates, the stricter requirements in each case must be complied with.

(2) **Compliance regulations**

- Integrity, bribery & acceptance of benefits -

The highest standards of integrity must be applied to all business activities. The supplier must maintain a zero tolerance policy which prohibits all forms of bribery, corruption, extortion and embezzlement. Procedures for monitoring and enforcing standards must be applied in order to ensure compliance with anti-corruption laws.

- Fair competition -

The standards relating to fair business activities, fair advertising and fair competition must be complied with. In addition, the applicable anti-cartel laws must be applied. In particular, these prohibit collusion and other activities that influence prices or terms and conditions when dealing with competitors. Furthermore, these regulations forbid agreements between customers and suppliers that are intended to restrict customers' freedom to autonomously determine their prices and other terms and conditions when reselling.

- Confidentiality / data protection -

The supplier shall be obliged to meet the reasonable expectations of its client, suppliers, customers, consumers and employees in relation to the protection of private information. When gathering, saving, processing, transferring and disclosing personal information, the supplier must comply with data protection and information security laws and the regulations of the authorities.

- Intellectual property -

The supplier must handle business correspondence in a trustworthy manner. Confidential information, any kind of data that is subject to protection and the intellectual property rights of RE DEPOSIT Solutions GmbH must be properly secured in accordance with the respective legal regulations.

(3) Social responsibility and working conditions

- Free choice of employment -

All employment is voluntary. No forced labor, slave labor or any such comparable work may be used. Furthermore, no unacceptable treatment of workers may take place, such as psychological hardship or sexual and personal harassment.

- No child labor -

In accordance with the provisions of the ILO, the United Nations Convention and/or national laws, the use of child labor is strictly prohibited. Among these various laws, the law that imposes the strictest requirements must be applied.

- Remuneration and benefits -

All applicable laws, regulations and industry standards relating to remuneration and benefits must be complied with. Deductions from benefits are not permitted as a disciplinary measure. Likewise, deductions from benefits that are not provided for under national laws are unlawful without the express agreement of the employee concerned. The basis on which workers are paid must be continuously communicated to the employees by means of a payroll statement.

- Working times -

Working times must be in compliance with applicable laws or industry standards. Overtime is only permitted if this takes place on a voluntary basis.

- Freedom of association & right to collective negotiations -

The supplier must respect the right of workers to freedom of association, to join trade unions, to call on labor representation or to be members of works councils in accordance with locally applicable laws. Workers must be able to communicate openly with company management without fear of reprisals or harassment.

- No discrimination -

Any form of discrimination against employees is unlawful. For example, this applies to discrimination on the grounds of race, skin color, nationality, disability, physical constitution, sexual orientation, health condition, political affiliation, gender, age, appearance or association membership, as well as possible parenthood or other protected characteristics. The personal dignity, private sphere and personal rights of each individual must be respected.

- Health, safety & working conditions -

The supplier is responsible for ensuring a safe and healthy working environment. By putting reasonable occupational safety systems in place and applying them, necessary precautionary measures must be taken against accidents and damage to health that may arise in connection with the employment duties. In addition, employees must be regularly informed of and trained in applicable health and safety standards and measures. Employees must be provided with access to drinking water in sufficient quantities, as well as access to clean sanitary facilities.

(4) Sustainability

- Use of resources, prevention of environmental pollution & waste minimization -

The use of natural resources, including energy and water, must be optimized. Economic solutions must be found to improve energy efficiency and minimize energy consumption. Robust measures must be taken to prevent pollution and minimize the generation of waste, sewage and air emissions. Sewage and waste must be reasonably labeled and treated before discharge or disposal in accordance with applicable laws and regulations. Chemicals or other materials that pose a hazard when released into the environment must be identified and handled in a manner that guarantees safety during their treatment, transportation, storage, use, recycling or reuse and disposal.

- Dealing with conflict minerals and hazardous substances -

The supplier shall be obliged to comply with all nationally applicable laws, rules and regulations concerning the prohibition or restriction of specific ingredients. The respective conflict minerals and product compositions must be reported (for example SCIP database). In addition, RE DEPOSIT Solutions GmbH must be notified of the relevant entry number of the SCIP database. The following regulations in their respective valid version form the basis:

- (a) - [List of Restrictions - ECHA \(europa.eu\)](#) including REACH Directive and REACH-SVHC Candidate List
- (b) - RoHS Directive, RoHS 2 & RoHS 3,
- (c) - Toxic Substances Control Act (TSCA),
- (d) - Dual use goods -

- Supply chains -

RE DEPOSIT Solutions GmbH expects its suppliers to comply with all international human rights standards in their supply chains and to conduct an annual risk analysis in accordance with their duties of care. The respectively applicable legal framework conditions form the basis for the above. The objective is to identify risks within the supply chain and to take reasonable measures. In case of a suspicion of breaches and in order to safeguard supply chains with increased risks, the supplier shall be obliged to disclose the supply chains. Compliance with the standards and regulations listed in this document is verified by means of the carrying out of audits at suppliers' production locations. RE DEPOSIT Solutions GmbH reserves the right to take suitable measures against suppliers who do not fulfill these requirements, which may ultimately result in the suspension or termination of a supply relationship.

(5) Acknowledgment and agreement on the part of the supplier

The supplier shall be obliged to act responsibly and to comply with the principles / requirements referred to above. The supplier hereby confirms that it effectively communicates the contents of this Code of Conduct to workers, representatives, subcontractors and suppliers and is providing an undertaking that all necessary precautions are being properly implemented.

This agreement is subject to the laws of the Federal Republic of Germany. The Parties hereby agree that the competent courts in Essen, Germany will be the exclusive place of jurisdiction.