

# Code of Conduct for Suppliers

## Introduction

The Cellex Group is committed to acting in an ethically and environmentally responsible manner in the course of its business activities. This Code of Conduct for Suppliers defines the basic requirements for all suppliers, service providers and business partners with regard to environmental, social and governance (ESG) criteria.

The requirements are based on the principles of the UN Global Compact, international human rights standards and applicable legal regulations (including national laws, globally recognised standards of the ILO – International Labour Organisation).

## 1 Human Rights and Labour Standards

- **Respect for Human Rights**

Suppliers shall respect internationally recognised human rights and ensure that their business activities do not cause or contribute to human rights violations.

- **Prohibition of Forced and Child Labour**

Any form of forced labour, debt bondage, human trafficking or involuntary labour is prohibited (ILO Conventions 29 and 105).

Child labour is prohibited and at least the standards of ILO Conventions 138 and 182 apply.

- **Freedom of association and collective bargaining**

Suppliers respect the right of employees to freely assemble, form trade unions and engage in collective bargaining (ILO Conventions 87 and 98).

- **Equal treatment and equal opportunities**

Discrimination based on gender, ethnic origin, religion, age, disability, sexual orientation, political opinion or other characteristics protected by law is not tolerated (ILO Conventions 100 and 111).

- **Fair working conditions**

Suppliers shall ensure reasonable working hours, fair wages and safe working conditions in accordance with applicable labour law (ILO Conventions 1, 155, 187).

## 2 Environmental Protection

- **Environmental protection as a corporate goal**

Suppliers undertake to protect the environment, use resources sustainably and minimise negative environmental impacts.

- **Environmental management and legal compliance**

Suppliers who have or are developing an effective environmental management system and comply with all applicable environmental laws are given preference by the Cellex Group.

- **Reduction of emissions and waste**

Suppliers work continuously to reduce emissions, energy consumption, waste and water consumption and to use environmentally friendly technologies.

- **Responsibility in the supply chain**

Suppliers raise awareness of environmental responsibility among their own business partners and subcontractors and require them to comply with comparable standards.

### **3 Anti-corruption**

- **Zero tolerance for corruption**

Any form of corruption, bribery, extortion or other unfair granting of advantages is strictly prohibited.

- **Transparent business practices**

Suppliers commit to transparency in their business processes, especially when awarding contracts, giving gifts, invitations or donations.

- **Compliance and whistleblower systems**

Suppliers should have effective guidelines and control mechanisms in place to prevent corruption and offer whistleblower systems for confidential reporting of misconduct.

### **4 Implementation, monitoring and consequences**

- **Voluntary commitment and verification**

Suppliers confirm their compliance with this code and agree to provide relevant evidence upon request (e.g. certificates, audits, reports).

- **Cooperation in ESG audits**

The Cellex Group reserves the right to verify compliance with the requirements through self-disclosure or audits.

- **Consequences of violations**

In the event of serious or repeated violations of this Code of Conduct, the Cellex Group reserves the right to terminate business relationships.

### **5 Final provisions**

This Code of Conduct is an integral part of any business relationship with the Cellex Group. Suppliers are requested to actively support these principles and to promote them in their own supply chain.