

# **RITZ-Verhaltenskodex für Lieferanten**

## **Preamble**

As a responsible company in the electrical industry, we attach great importance to ethical business practices. We expect our suppliers to commit to complying with the principles set out in this Supplier Code of Conduct (hereinafter referred to as the "Code of Conduct") and to ensure that these principles are also upheld within their own supply chains.

The supplier hereby declares:

## **Compliance with laws**

To comply with all applicable national and international laws, regulations, and regulatory requirements. This includes in particular:

- Labor and social laws,
- Environmental and occupational safety regulations,
- Anti-corruption, competition, and antitrust laws,
- Export control and customs regulations,
- Product safety and intellectual property protection regulations.

## **Integrity and compliance**

Adhering to the highest ethical standards. This includes in particular:

- Zero tolerance for corruption, bribery, granting or accepting advantages,
- Transparent, honest, and traceable business practices,
- Avoiding and disclosing conflicts of interest,
- Protecting and treating sensitive information confidentially,
- Compliance with all regulations to prevent money laundering and no involvement in transactions that serve to conceal or integrate illegally acquired assets,
- Compliance with data protection laws and standards.

## **Respect for human rights and fair working conditions**

Respect recognized human rights. These include in particular:

- Prohibition of child labor in accordance with ILO Conventions 138 and 182, as well as prohibition of forced labor, human trafficking, and modern slavery,
- Payment of fair wages and compliance with statutory working time regulations,
- Safeguarding freedom of association and the right to collective bargaining.
- Protection against discrimination based on gender, ethnic origin, religion, disability, age, sexual orientation, or other characteristics protected by law.

## **Health and safety**

Ensuring a safe, healthy, and humane working environment. This includes:

- Compliance with applicable laws and adherence to international standards relating to health and safety at work
- Appropriate workplace design, safety regulations, and provision of suitable personal protective equipment
- Implementing preventive controls, emergency measures, an accident reporting system, and other appropriate measures for continuous improvement,
- Providing access to sufficient drinking water and clean sanitary facilities for employees.

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## **Environmental and Climate Protection**

Taking measures to minimize negative environmental impacts from our own business activities and along the supply chain. These include in particular:

- Efficient and economical use of resources (e.g., energy, water, raw materials),
- Avoidance or reduction of emissions, waste, and pollution,
- Use of environmentally friendly technologies and materials,
- Proper handling of hazardous substances,
- Compliance with all relevant environmental regulations.

We welcome the introduction and application of environmental management systems in accordance with ISO 14001 or equivalent standards.

## **Conflict minerals**

Take appropriate measures to exclude the use of so-called conflict minerals.

## **Implementation, communication, and monitoring**

Take appropriate measures to implement this Code of Conduct. These include, among others:

- Internal guidelines, training, and control mechanisms
- Communication of requirements to your own employees and subcontractors
- Access to mechanisms for filing complaints and protecting whistleblowers.

## **Cooperation**

We reserve the right to verify compliance with this Code of Conduct through audits, voluntary commitments, or other appropriate measures. In the event of violations, we reserve the right to take appropriate action, including suspension or termination of the business relationship.

## **Scope and effective date**

This Supplier Code of Conduct is a binding part of the business relationship between our company and the supplier. It applies worldwide to all subsidiaries, branches, subcontractors, and business partners of the supplier, insofar as they are involved in our supply chain.