

## Code of Conduct for Business Partners

### Foreword

EFEN herewith commits to its social and environmental responsibility as part of its business activities by including all business partners in the implementation of its sustainable strategy.

The following guidelines set out what (socially) responsible action means specifically with regard to working conditions and safety, environmental protection and trusting cooperation. Thus, they serve as an ethical compass. These guidelines are based on national laws, collective bargaining agreements and international conventions, such as the Human Rights Charter.

If business partners do not currently comply with these principles, they commit to remedy these deficiencies within a reasonable period of time through of a plan of action. Naturally, we regard this Code of Conduct as a voluntary commitment for our own actions.

### Basic Guidelines

1. in order to protect the environment, it is important for us to reduce our global footprint. Therefore, we expect our business partners to:
  - a. Comply with all applicable environmental regulations and the development of measures to minimize emissions to air, soil and water as well as environmental pollution and risks.
  - b. Develop and use energy efficient and environmentally friendly solutions.
2. Human 'Rights and Working Conditions
  - a. Discrimination

There shall be no discrimination in hiring, compensation, access to training, promotion, or termination based on race, culture, physical appearance, origin, religion, age, health status, physical ability, gender, marital status, sexual orientation, union membership, political grouping. All laws designed to prevent discrimination in the workplace must be observed.

## Code of Conduct for Business Partners

### b. Forced Labour and Child Labour

Employment relationships may only be entered after the national legal minimum age or age limit has been reached. The contracting parties oblige not to resort to forced or child labour under any circumstances.

The right of free choice of employment is recognized and employees are granted the freedom to terminate their employment themselves, subject to a reasonable period of notice.

### c. Workplace Safety

Taking into account the hazards specific to the industry a safe and hygienic workplace, must be guaranteed by the contractor.

### d. Working hours

The business partner complies with standard regulations regarding the maximum working hours permitted by national law and fulfils the minimum conditions of break times regulated by law or collective agreements.

### e. Wages and remuneration

All employees receive a fair wage, which at least corresponds to the collectively agreed or the legal minimum wage and ensures the minimum subsistence level. A fair wage includes equal pay for work of equal value regardless of gender.

All other terms and conditions of employment, including vacation days, time off from work, and holidays are also subject to state and collective bargaining laws and industry standards.

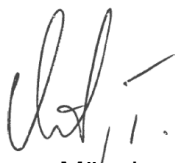
### f. Freedom of Association and Collective Bargaining Autonomy

All business partners oblige to respect the right of employees to freedom of association, assembly and organization as well as collective and collective bargaining. Collective bargaining autonomy shall be promoted in the relationship between employees and employers.

## Code of Conduct for Business Partners

### 3. Violations

Upon knowledge of a violation of these (or equivalent) principles, appropriate actions will be actively pursued. Depending on the severity of the violation, this may entail, among other things, reconsideration of the corporate relationship.



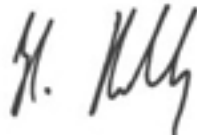
Thomas Münch  
Managing Director



Ekkehard Kohl  
Managing Director



Manfred Klein  
Area Sales Manager Overseas



Harald Kownatzky  
Area Sales Manager Europe

## Code of Conduct for Business Partners

### Acknowledgement and Agreement of Suppliers

The business partner hereby confirm that they have read the policy guidelines above, are aware of all relevant laws and regulations of the countries in which the company operates, and commit to implement and comply with them throughout the company as well as at its suppliers and, if applicable, at other subsidiaries worldwide.

Company name \_\_\_\_\_  
Name, surname \_\_\_\_\_  
Position \_\_\_\_\_  
E-mail adress \_\_\_\_\_

I undertake to implement and comply to the principles above.

\_\_\_\_\_  
Place, date

\_\_\_\_\_  
Signature