

Code of Conduct Suppliers

This code of conduct defines the principals and requirements of GATHER Industrie GmbH for its suppliers of goods and services with regard to their responsibility for people and the environment. Given reasonable changes in the GATHER range, GATHER reserves the right to alter the requirements in this code of conduct. In such a case, GATHER expects its suppliers to accept these reasonable changes.

The supplier hereby assures the following:

Compliance with laws, guidelines and directives

- All prevailing laws, guidelines, directives and regulations will be complied with, including international standards and those norms common in the industry, especially the applicable laws and regulations concerning conflict materials.
- GATHER shall be informed without delay if products it manufactures and/or to be delivered to it contain tin, tantalum or tungsten or their ores or gold.
- Products delivered satisfy all the requirements of the guidelines and directives applicable to these products (e.g. RoHS Guideline 2011/65/EU, REACH EU Directive 1907/2006, Machinery Guideline etc.), implemented in German law, fulfil the requirements of the Product Assurance Act with the associated directives and correspond to all other generally-recognised technical, technical safety and industrial health laws. If demanded by the guidelines and directives, CE labelling must be attached to the product delivered. In this respect, the scope of supplies must then contain a declaration of conformity and operating instructions in German.

Ban on corruption and bribery

- No form of corruption or bribery will be tolerated or even undertaken ourselves. No illegal offers of payments or similar benefits shall be arranged or accepted in order to influence decision-making.

Observance of the basic rights of the workforce

- Equal opportunity and equal treatment of the workforce is promoted, regardless of the colour of skin, race, nationality, social background, any hinderance, sexual orientation, political or religious beliefs, gender or age.
- The personal dignity, the private sphere and the personality rights of each individual are respected.
- Nobody is employed against their will or forced to work.
- Inacceptable treatment of the workforce will not be tolerated, such as mental hardship, sexual or personal harassment or discrimination.
- Behaviour that is sexual, exercises force, or is threatening, abusive or exploitive (including gestures, speech and physical contact) will not be tolerated.
- Reasonable wages are paid and the national minimum wage set by law is granted.
- The maximum working hours set by the respective state are observed.
- Insofar as legally permissible, the freedom of association of the workforce is recognised and members of an employees' organisation or a trade union are neither advantaged nor disadvantaged.

Ban on child labour

- A worker is not employed unless they can demonstrate that they are at least 15- years of age. In countries, which are an exception under developing countries according to the ILO Convention 138, the minimum age can be reduced to 14-years.

Health and safety of the workforce

- Responsibility is taken for the health and safety of the workforce.
- Risks are curtailed and the best possible precautions are taken against accidents and industrial illness.
- It is ensured that all employees are well-versed in the topic of industrial safety.
- A work safety management system is deployed.

Environmental protection / energy

- Environmental protection is observed with regard to laws and international standards.
- Impact on the environment is minimised and environmental protection is continuously improved.
- An environmental/energy management system is deployed.

Import & export controls

- All applicable export controls, sanctions, customs and excise laws and regulations are complied with, including the applicable trade restrictions, embargos and other limitations on the import and export of goods, services and information.
- It is ensured that the company itself, its beneficial owners, all its representatives and other sub-contractors that it uses are not mentioned on any valid lists of sanctions as a sanctioned company and/or person.

Supply chain

- Compliance with the contents of the code of conduct is demanded from suppliers in the best possible way.
- The principles of non-discrimination are observed in the selection of suppliers and in dealing with suppliers.

Right of information and audit

- At the request of GATHER, information shall be issued concerning the observance of the aforesaid principles. GATHER reserves the right to audit the correctness of the information and the compliance of the contractual partner's actions on-the-spot, if there is a justified suspicion of the supplier violating one of the aforesaid principles. The examination shall be made by our internal auditing department or by appointed

external experts, in the presence of the business associate's representatives, at the regular hours of business, and in accordance with the applicable law, especially in observance of data protection laws. The date of the audit shall be agreed between GATHER and the supplier and the alleged violation shall be stated in advance in order to enable the supplier to respond.

Company name

Place, date

Legally - binding signature /stamp