# Code of Conduct for Suppliers of PERI Group

At PERI, Sustainability and Compliance are integral components of the corporate and management culture. This also includes respecting international human rights and complying with other sustainability criteria. Therefore, the following requirements apply to all suppliers to the PERI Group.

**Laws and regulations**
The suppliers are obliged to comply with the applicable laws and regulations of the countries in which they conduct business, as well as with the human rights applicable there.

## 1. Social responsibility

**Human rights and basic rights of the employees**
The suppliers shall respect the health, safety and personal rights of their employees and shall comply with the principles of respect, fairness and anti-discrimination. They shall employ and pay their employees on the basis of fair and compliant contracts. They shall comply with international minimum standards such as the core labour standards of the International Labour Organisation – ILO (Geneva 06/98) and accept the UN Guiding Principles for Business and Human Rights (UN doc A/HRC/17/31). Working hours must correspond to the respective national statutory requirements of the industry standards. If there are no statutory requirements or minimum standards, the ILO international standard of a maximum of 48 hours per week and a break of at least 24 hours every seven days shall apply. The suppliers shall not impair the right of their employees to form associations in order to promote employment and economic conditions, for example the right to join unions or membership of works councils and the right to collective bargaining in accordance with the applicable laws. Where this right is restricted by local legislation, alternative possibilities in accordance with the law are encouraged.

**Child, forced or compulsory labour**
Suppliers must not tolerate any form of forced labour, in particular those cases where the forced workers are threatened with punishment or other anticipated disadvantage so that their labour is not provided voluntarily. Modern slavery, such as circumstances in which people's rights of self-determination is denied and they are forced to work under draconian employment conditions, is not tolerated by PERI. People trafficking and child labour, notably s. 2 (2) LkSG with the condition that PERI fulfils its duties within the framework of s. 3 LkSG, are prohibited. The suppliers shall comply with the recommendations of the ILO core labour standards on the minimum age for employing children, insofar as there are no additional statutory regulations. Accordingly, the age should not be less than the age at which general compulsory education ends and, in any case, not under 15 years old. Employees under 18 years old must not work overtime or at night, and must be protected against working conditions that are detrimental to their health or development.
Additionally, there must not be any unacceptable treatment of employees, such as mental hardship, sexual and personal harassment.

**Safety at the workplace and occupational health and safety**
PERI suppliers must comply with the national health and safety legislation and regulations. All measures of occupational health and safety must be free of charge for their employees. In addition, the employees are regularly informed and trained in the applicable occupational health and safety standards. Employees are granted access to a sufficient quantity drinking of water and access to clean sanitation facilities.

## 2. Governance and transparency

**Corruption and bribery**
Every form of corruption or bribery is prohibited; this applies to active as well as passive forms of bribery, and also to so-called “Facilitation Payments” (payments to expedite routine official acts). No supplier may directly or indirectly offer, give or accept any gifts, payments or other benefits which may be construed as a bribe. Any demand for or offer of a bribery payment must immediately be rejected and the executive management informed.

**Money laundering and terrorism financing**
Any form of money laundering or terrorism financing is prohibited and must be reported to PERI without delay (also in suspected cases).

**Trade laws, export controls and sanctions**
Suppliers must comply with all applicable commercial laws and regulations, including but not restricted to export controls and applicable sanctions.

**Antitrust and free competition**
Suppliers must not engage in anti-competitive behaviour and must take action against illegal cartels. Any suspicions must be reported to PERI without delay.

**Supply chain**
Suppliers shall oblige all of their sub-suppliers to recognise and comply with the requirements of this Code of Conduct.

## 3. Environmental and climate protection

**Environment, health and safety**
PERI takes its ecological responsibility for its products seriously, taking into account economic perspectives, and working towards a continuous improvement in environmental and climate protection and towards reduced use of natural resources. The PERI Group expects reasonable cooperation from its suppliers towards achieving this goal. Pollution should be minimised and environmental protection continuously improved. The suppliers will comply with the environmental, health and safety regulations and standards applicable to their businesses according to the respective applicable legislation and provisions and at every location where they are active, shall apply environmentally conscious practices, notably s. 2 (3) LkSG, with the condition that PERI fulfils its duties within the framework of s. 3 LkSG.

**Active contribution to environmental and climate protection**
Suppliers shall cooperate in the development and dissemination of environmentally friendly technologies. We expect suppliers to continuously improve the environmental performance by specifying goals and monitoring environmental KPIs. Negative effects on the environment and the health of employees will be avoided or kept as small as possible in all activities and services. In particular, the suppliers shall work to minimise air emissions that represent

a danger to the environment and to health, including greenhouse gas emissions.

**Waste and recycling**
During the development, manufacture, use phase and subsequent disposal of products and during other activities, suppliers shall consider the avoidance, reuse, recycling and safe, environmentally-friendly disposal of waste taking into account the national environmental legislation applicable in each case, as well as the requirements of s. 2 (3) No. 5 LkSG, with the condition that PERI fulfils its duties within the framework of s. 3 LkSG.

## 4. Implementation of the requirements

PERI expects all suppliers to integrate the requirements and values of this Code of Conduct into the corporate processes through structured management of the supplier. In respect of supply chains, the supplier must identify risks within them and take reasonable measures.

**Obligation to cooperate in the event of violations**
In the event of a violation of this Code of Conduct within the supplier's sphere of responsibility that affects the interests of PERI, the respective supplier shall inform PERI of this violation and any information about the misconduct without delay.

Whistleblowing System:
https://peri.integrityline.com/frontpage

In the case of suspicion of a possible violation, PERI reserves the right to request further information and/or to request and carry out audits in order to assess compliance with the Code of Conduct for suppliers.

In the event of a violation or if a request for information or audit is refused, PERI shall be entitled to end all business relationships with the respective supplier with immediate effect (termination, revocation), unless, in the individual case, this would be grossly disproportionate to the respective violation.

In this context, PERI shall evaluate and assess the nature and scope of the cooperation with the relevant suppliers when analysing the respective violation. If there are facts that justify the assumption of such a violation, upon request from PERI, suppliers shall respond to the relevant case, provide clarification and cooperate with PERI. The cooperation can take the form of an action plan considered appropriate by PERI in order to correct the violation. In the event that the suppliers do not comply with these requirements or are unable to provide exonerating evidence, PERI may exercise the above mentioned rights.

In the event of a violation of this Code of Conduct for suppliers, PERI also reserves the right to take further legal measures that are considered necessary, notably to bring damage claims. In the event that PERI is made liable towards third parties or public authorities (including sanctions) as a result of a violation by a supplier against this Code of Conduct, the respective supplier shall fully indemnify PERI against any such liability.

From time to time, PERI may update this Code of Conduct for suppliers within a reasonable framework and expects its suppliers to accept these changes.

Date…….

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Stamp and signature of supplier