

Guideline Requirements for Suppliers (Code of Conduct)

This brief defines the principles and requirements of Göhler GmbH & Co. KG, "Göhler" for short, to its suppliers of goods and services with regard to responsibility for people and the environment. This applies in particular to animal-1-suppliers.

Göhler reserves the right to amend the requirements of this Code of Conduct in the event of reasonable changes in the compliance programme. programme, Göhler reserves the right to change the requirements of this Code of Conduct.

In this case, Göhler expects its suppliers to accept such reasonable changes. to accept such reasonable changes.

The supplier hereby declares the following:

1. Compliance with the law

- Comply with the laws of the applicable jurisdiction(s).

2. Prohibition of corruption and bribery.

- Not to tolerate or engage in any form of corruption or bribery, including any unlawful offers of payment or similar gratuities to government officials to influence decision-making.

3. Respect the fundamental rights of its employees

- Promote equal opportunities and equal treatment for its employees irrespective of colour, race, nationality, social origin, disability, sexual orientation, political or religious beliefs as well as their gender or age;
- to respect the personal dignity, privacy and personal rights of each individual;
- not to employ or force anyone to work against their will; and coerce;
- not to tolerate unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment or discrimination;
- not tolerate behaviour (including gestures, language and physical contact) that is discriminatory, sexual, coercive, threatening, abusive or exploitative;
- to provide adequate remuneration and to ensure the national minimum wage;
- comply with the maximum working hours set by law in the relevant country;
- to the extent permitted by law, to recognise the freedom of association of workers and not to favour or discriminate against members of workers' organisations or trade unions

4. Health and safety of employees

- To take responsibility for health and safety towards its employees;
- to control risks and take the best possible precautionary measures against accidents and occupational diseases;
- Provide training and ensure that all employees are knowledgeable safety at work;

- Establish and implement an appropriate occupational safety management system; and apply

5. Environmental protection

- To observe environmental protection with regard to legal norms and international standards;
- Minimise environmental impact and continuously improve environmental protection improve environmental protection:
 - This applies in particular to:
 - Greenhouse gas emissions
 - energy efficiency
 - Use of renewable energies
 - Water consumption / water quality
 - Sustainable resource management
 - Waste reduction
 - Air quality
 - Responsible chemical management
 - Establish and apply an appropriate environmental management system.

6 Greenhouse gas emissions and decarbonization

Reducing greenhouse gas emissions is the most important measure in decarbonisation, can be achieved through the use of renewable energy and efficient use of energy. Training and education of staff on the need and benefits of decarbonisation will inform and engage staff in support. Greenhouse gas emissions are reported.

7. Supply chain

- To appropriately promote compliance with the contents of the Code of Conduct among its suppliers;
- To adhere to the principles of non-discrimination in supplier selection and in dealing with suppliers.

8. Minimum wage

- To comply with the legal requirements under the Minimum Wage Act, including with its subcontractors and suppliers.

9. Protection of confidential information and data protection

Our suppliers are obliged to protect confidential information in an appropriate manner and to use it only to the extent permitted and, in particular, not to disclose it to unauthorised third parties. Our suppliers are obliged to comply with the applicable national and international data protection regulations. We further expect our suppliers to comply with individual contractual confidentiality obligations.

10 Fair competition

Our suppliers are obliged to observe the rules of fair competition and to comply with the applicable antitrust laws.

11. Conflicts of interest

We expect our suppliers to inform us immediately of existing or potential conflicts of interest if they arise or are identified during the initiation or execution of an order. Conflicts of interest are situations in which personal interests conflict with the interests of the supplied GÖHLER GmbH & Co. KG, Anlagentechnik or its affiliated companies. Private interests must not influence the business activities of employees of the supplier and of GÖHLER GmbH & Co. KG, Anlagentechnik.

Business decisions must be based exclusively on factual and objective considerations.

12 Intellectual property

The supplier respects the intellectual property rights of third parties, just as he expects others to respect its rights. It shall comply with its obligations regarding non-disclosure agreements or other contractual obligations and shall take similar steps to protect its own information. He uses confidential customer information only for GÖHLER GmbH & Co. KG specific purposes. He must purchase or license commercial software. Commercial software may not be copied, unless the making of copies is expressly permitted by the software licence.

The supplier may not copy major information content from trade journals or similar media unless they have obtained prior permission from the copyright holder. It may use commercially available music or video CDs and DVDs for its business from only if it has obtained a licence or other permission from the copyright holder in advance.

Before the use of third party trademarks or logos, he must obtain the permission before using third party trademarks or logos. The same applies to visual material.

13. Reporting on greenhouse gas emissions

The supplier reports regularly on its greenhouse gas emissions.

14 Biodiversity, animal welfare, land use and deforestation.

In addition to protecting water, air and soil quality, the supplier supports biodiversity, animal welfare, land use and deforestation initiatives.

15 Air and Soil Quality

The supplier commits to continuously work on the reduction of environmental pollution and improving air quality and soil quality.

16. Counterfeiting

The supplier shall endeavour to minimise the risk of counterfeit materials or components being used in its and our equipment. If counterfeits are identified, it shall keep them under lock and informs the customer or the relevant law enforcement agency. Emphasis is placed on ensuring that all sales to all applicable laws are complied with at all times when selling to us.

17 Financial responsibility

- The supplier, its employees and involved third parties depend on its financial information to make decisions about its business and about investments. In addition, laws and regulations require that he keeps accurate books and records.
- He shall ensure that his company's records contain truthful and accurate information and adequate details of all transactions and dispositions of his assets. He maintains a system of internal controls which provides reasonable that all transactions and access to the assets of the company are subject to the approval of management.
- The supplier should never make a required entry by prescription or make false or fictitious entries in the books and records of the company for any reason whatsoever. He shall never do or assist in doing any act which may result in an entry which is not properly supported. His management thoroughly reviews all expense reports and always ensures that transactions are legitimate.

18. Export controls and economic sanctions

The supplier and its employees are obliged to observe the following when importing and/or export of goods, services, hardware, software or technology. applicable economic sanctions, export control and import laws and regulations.

19. Disclosure of information

The Supplier agrees to disclose information, in accordance with applicable and customary industry practices. In such cases, it shall provide information on its conditions of employment, health, safety and environmental aspects, business aspects, business activities and foreseeable risks.

20. Women's rights

The supplier shall guarantee girls and women equal rights to self-determined and non-violent working conditions.

21. Diversity, equality and inclusion

Equal opportunities and equal treatment, irrespective of ethnic colour, gender, religion, nationality, sexual orientation, social sexual orientation, social origin or political affiliation, insofar as these are based on principles and tolerance towards those who think differently are guaranteed by the supplier.

The decisive factor is the ability and potential of people. Disability and other discriminatory behaviour is prohibited. Mental and physical violence is condemned in the strongest possible terms.

22. Minorities and indigenous peoples

The rights of minorities and indigenous peoples shall be fully respected.

23. definition and implementation of similar standards

To comply with binding requirements of the standards along the supply chain, the supplier commits itself equally to compliance and dissemination especially in the following areas:

- Ethical recruitment
- Women's rights
- Diversity, equality and inclusion
- Rights of minorities and indigenous people
- Land, forest and water rights and forced eviction
- Use of private and public security forces
- Financial accountability
- Disclosure of information
- Plagiarism
- Intellectual property
- Execution controls and economic sanctions
- Greenhouse gas emissions reporting
- Decarbonisation
- Reuse and recycling
- Animal welfare
- Biodiversity, land use and deforestation
- Soil quality
- Noise emissions
- Definition and implementation of similar standards by our own animal-1-suppliers
- Binding requirement for animal-1-suppliers to pass on standards along the supply chain

24. Protection of whistleblowers

Employees and business partners are encouraged to report violations or misconduct in accordance with this Code of Conduct. Göhler guarantees anonymity and protection against dismissal and will do everything in its power to keep other disadvantages away from the whistleblowers. Anyone who attempts to take retaliatory measures against the whistleblower, must expect measures to be taken.

25. Human rights, prohibition of child labour and forced labour/protection of young workers

We expect our suppliers to commit to the protection of international human rights. In particular, our suppliers are obliged to exclude all forms of child labour and forced labour in their company and their supply chain. This includes slavery, bonded labour and all forms of forced labour as well as work which endangers health, safety or morality.

We and our suppliers observe the respective legal minimum age for admission to employment or work, which, in accordance with the provisions of the International labour age at which compulsory education ends, and not below 15 years of age.

As part of the recruitment process, appropriate mechanisms for age to prevent child labour. When we identify child labour, we initiate necessary remedial and social reintegration measures, that focus on the best interests and protection of the child. We employ young people over the age of 16 only if the nature or conditions of the work they perform does not endanger the life, health or morals of the young people concerned, and they have received appropriate relevant instruction or vocational training in the relevant branch of the economy.