

# Supplier Code of Conduct

for business partners of Schwerter Profile GmbH

---

## 1. Preamble

Schwerter Profile GmbH stands for responsible, sustainable, and lawful behavior throughout the entire supply chain. This Supplier Code of Conduct defines minimum requirements for all suppliers, service providers, and business partners. Compliance with this Code of Conduct is the basis of every business relationship.

## 2. Compliance with laws and regulations

The supplier commits to complying with all applicable national and international laws as well as industry-specific regulations, especially in areas like labor law, environmental protection, product safety, foreign trade, and anti-corruption. The supplier particularly adheres to applicable export control, sanctions, and embargo regulations.

## 3. Human rights and working conditions

The supplier recognizes internationally accepted human rights and commits to upholding them. This includes, in particular, the prohibition of child and forced labor, fair working conditions (working hours, payment and benefits must meet the applicable legal minimum), a ban on discrimination, and respect for freedom of association.

## 4. Occupational health and safety

The supplier ensures safe working conditions, conducts risk assessments, provides personal protective equipment, and regularly trains its employees. The safety of its employees is the supplier's top priority.

## 5. Environmental and climate protection

The supplier commits to handling resources responsibly, reducing emissions, properly disposing of waste and promoting recycling. In the course of business relationships, the supplier continuously seeks to place resource conservation at the center of its business practices.

## 6. Integrity and business ethics

Corruption, bribery, and unfair business practices are prohibited. Conflicts of interest must be disclosed. The supplier commits to complying with all provisions of antitrust and competition law, foreign trade law, and to adhering to the applicable legal obligations for preventing money laundering.

## 7. Product safety and quality

The supplier ensures compliance with all technical standards, specifications, and traceability.

## 8. Due diligence in supply chain

The supplier commits to implementing these standards in its own supply chain as well. The supplier will provide information on this upon request.

## 9. Confidentiality and data protection

Confidential information must be protected. Data protection laws must be followed. The supplier is obliged to particularly protect personal data and only process it if legally allowed. The supplier will implement protection measures for its information systems according to the latest state of the art.

## 10. Implementation and control

The supplier provides appropriate information upon request and allows risk-based audits by Schwerter Profile GmbH or third parties.

## 11. Violations and consequences

In the event of violations, Schwerter Profile GmbH may require appropriate remedial measures. If serious violations are not rectified, the business relationship may be restricted or terminated.

## 12. Final provisions

This code comes into effect upon publication. By accepting an order, concluding a contract, or signing, the supplier acknowledges this code as a binding basis of the business relationship.

Name of Supplier: \_\_\_\_\_

Name of Signer: \_\_\_\_\_

Place, Date: \_\_\_\_\_

Signing: \_\_\_\_\_