

SAFELOG

Sustainability policy for suppliers

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1. General information

The basic principles listed in the United Nations Global Compact form the basis of SAFELOG's actions. To support their implementation together with our business partners, we have defined a sustainability policy that also calls on our suppliers of goods and services to uphold and respect general human rights and laws, and to demand the same from their own suppliers. We also encourage our suppliers to introduce behavioral guidelines with requirements for ethical and sustainable conduct for themselves and their employees. It is the responsibility of the supplier to promote and pass on compliance with the principles listed below in their own supply chain to the best of their ability. SAFELOG expects its suppliers to comply with the following principles:

2. Social sustainability

2.1 Compliance with human rights

Suppliers are required to respect internationally recognized human rights and to promote compliance with them. In all business activities within their sphere of influence, suppliers should work to ensure that they themselves, their business partners and their suppliers do not commit or participate in any human rights violations.

2.2 Prohibition of forced labor

Any forced or compulsory labor is prohibited. The supplier may not force employees to hand over their identity card or passport as a precondition for employment.

2.3 Prohibition of child labor

Child labor may not be used in any phase of production or processing. Suppliers are required to comply at least with the ILO conventions on the minimum age for admission to employment and the prohibition of child labor. Children must not be hindered in their development. Their health and safety must not be compromised.

2.4 Fairness in wages, working hours and social benefits

Remuneration and social benefits must comply with the basic principles regarding minimum wages, applicable overtime regulations and statutory social benefits. Working hours and non-working hours must at least comply with applicable laws, industry standards or the relevant ILO conventions, whichever is stricter.

2.5 Equal opportunities / prohibition of discrimination

Suppliers are obliged to maintain equal opportunities in employment and to refrain from any form of discrimination. Employees may not be discriminated against, for example, on the basis of descent, origin, nationality, skin color, religion, ideology, political or trade union activity, gender, sexual orientation, age, disability, illness or pregnancy.

2.6 Freedom of association

Companies should uphold the freedom of association. It must be ensured that employees can openly discuss working conditions with company management without fear of disadvantages.

2.7 Health and safety in the workplace

As an employer, the supplier guarantees safety and health protection at the workplace at least within the framework of the applicable national regulations and supports continuous further development to improve the working environment.

3. Business ethics and compliance

3.1 Compliance with laws

The highest level of integrity is expected in all business activities and relationships. Suppliers are requested to refrain from any form of fraud or breach of trust, insolvency offenses, corruption, granting of advantages, bribery or corruptibility. The Supplier is obliged to comply with all laws and regulations applicable to it and the business relationship with SAFELOG.

3.2 Fair competition

Laws that protect and promote competition, in particular antitrust laws, must be complied with. Companies must respect fair competition and comply with the ban on agreements with competitors and other measures that hinder the free market.

3.3 Prohibition of corruption and bribery

All forms of corruption are prohibited. In particular, bribery, kickbacks and extortion to influence representatives of business partners, politics, administration, the judiciary or the public are prohibited.

3.4 Protection of business secrets

Suppliers are obliged to treat all non-public commercial and technical details that become known to them through the business relationship as business secrets

4. Sustainability in environmental protection

4.1 Environmentally friendly production

Optimum environmental protection must be ensured in all phases of production. This includes a proactive approach to avoid or minimize the consequences of accidents that could have a negative impact on the environment. Particular importance is attached to the application and further development of energy- and water-saving, waste-preventing and air-purifying technologies - characterized by the use of strategies for reducing emissions, reuse and recycling.

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4.2 Environmentally friendly products

All products manufactured along the supply chain must meet the environmental protection standards of their market segment. This includes the entire product life cycle and all materials used. Chemicals and other substances that could pose a risk if released into the environment must be identified. A hazardous substance management system must be set up for them so that they can be safely handled, transported, stored, reprocessed or reused and disposed of using suitable procedures.

Markt Schwaben, April 27, 2020

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