



Supplier Code of Conduct

Sealing the future with integrity

Suppliers play an important role in SaarGummi's value chain. This Code of Conduct for Suppliers ("Code") defines the basic requirements SaarGummi's Suppliers must comply with in general and in their dealings with SaarGummi.

The main purpose of this Code is to promote ethical, social, and environmentally conscious business practices at all stages of the supply chain worldwide by setting out common standards for working conditions and human rights, health and safety, business ethics and environment.

SaarGummi expects its Suppliers to cascade SaarGummi's expectations throughout its own and also its supplier's organization. The Supplier must proactively address any risk of violation of the Code and shall implement appropriate channels and remediation mechanisms (e.g. whistleblowing tool) within their organizations.

This Code shall form an integral part of any agreement between SaarGummi and the Supplier.

I. Working Conditions and Human Rights

Supplier shall maintain in all operations worldwide a strong commitment to high standards that deliver a fair, respectable, and safe workplace for all employees. In particular, it shall uphold the following principles:

A. Child labor and young workers

Supplier shall not tolerate the hiring of child labor under any circumstances. The minimum age for full-time employment must be 15 or the legal minimum age for employment under applicable law, whichever is higher. Where the applicable local minimum working age is 14, in accordance with exceptions for developing countries supported by international conventions, this lower age will apply.

B. Wages and benefits

Supplier shall aim to pay competitive wages based on local market conditions. In addition to compensation for regular working hours, employees must be compensated for overtime hours at the rate required by applicable laws.

C. Working hours and annual leave

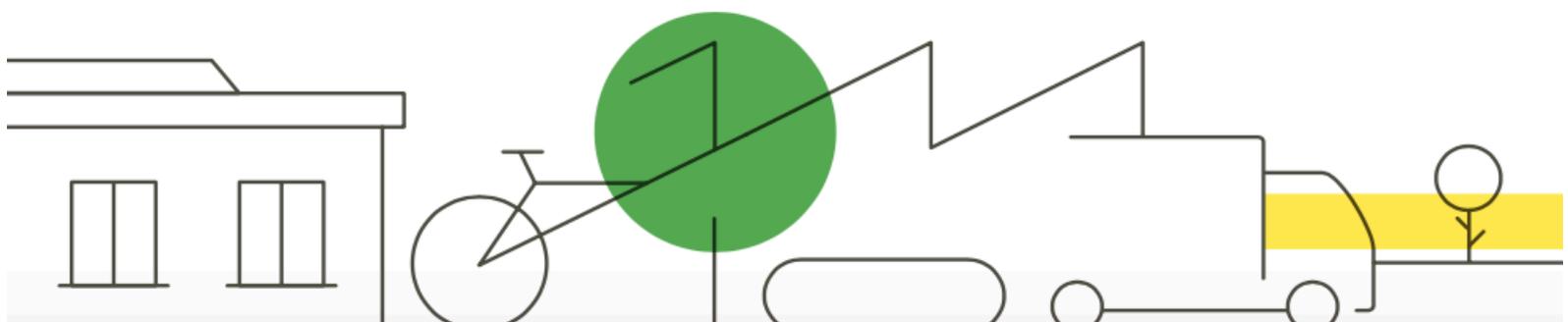
Supplier must comply with all laws regarding employment conditions, including working hours, annual leave and over-time, and will abide by agreements negotiated with employees' representatives.

D. Forced Labor/Modern slavery

Supplier shall not tolerate any form of modern slavery, i.e. slavery, servitude and forced or compulsory labour, retention of identity documents and human trafficking. No employee may be compelled to work through force or intimidation of any form, must be allowed to move around freely, leave the place of work when her/his working hours end, be aware of the terms and conditions of her/his work and be paid regularly and timely as agreed.

E. Health & Safety

Supplier's facilities shall follow all health and safety standards ensuring an appropriate work environment. Supplier shall ensure that its employees' potential exposure to safety hazards, such as machines, equipment, or substances, or other chemical, biological or physical agents, are identified, assessed and controlled through proper design and/or preventative maintenance and safe work procedures. Safety information shall be made available to everyone in order to educate, train, and protect the employees from safety hazards.



F. Freedom of association and collective bargaining

Supplier shall respect employee's freedom of choice to be legally represented by an employee representative body without fear of retaliation.

G. Non-discrimination and harassment

Supplier shall ensure the equal opportunities in all aspects of employment and not to resort to discrimination of any kind, related to e.g. race, colour, gender, sexual orientation, religion, national or social origin, age or disability. Suppliers shall aim at offering their employees a working environment that is free from any instances of physical, verbal, sexual or psychological bullying, harassment or violence.

II. Business ethics

SaarGummi requires its Suppliers to uphold the highest standards of integrity and always operate honestly and equitably throughout their operations and business relationships. In particular, SaarGummi requires Suppliers to conduct their business as follows:

A. Corruption, extortion, and bribery

Supplier shall conduct their business in an ethical manner and with absolute respect of the applicable anti-corruption laws. Supplier's employees during their dealings with government officials (including political candidates, employees of state-owned enterprises) or the private sector shall not resort to bribery, facilitation payments, fraud, or any corruptive behavior, either by themselves or through third parties, in order to obtain or to retain business, to secure an improper advantage or benefit or any form of preferential treatment.

B. Privacy and data protection

The Supplier acknowledges that it is necessary to exchange and allow to use of certain contact data of relevant persons in relation to carrying out the purpose of the business relationship. Whenever a Supplier is entrusted with personal information about SaarGummi's employees, Supplier shall safeguard it and take appropriate steps to protect it from misuse. All applicable data privacy laws as well as the contractual terms with SaarGummi shall be observed when collecting, storing, using, processing or sharing personal information about individuals.

C. Fair competition and antitrust

Supplier shall comply with all applicable fair trade, competition and anti-trust laws and regulations. If the Supplier has a dominant position, as required by competition laws, it shall be especially responsible to ensure that its conduct does not impair or distorts competition.

D. Reporting and protection against retaliation

Supplier should maintain internal reporting processes for its employees to report violations of this Code and to ensure the confidentiality, anonymity and protection of its reporting employees (unless prohibited by law) and prohibit retaliation against its employees.

III. Environment and Responsible Sourcing

SaarGummi expects from its Supplier to conduct their business in a sustainable manner, mindful of the environment and respectful of the resources in the communities is it present. In particular, SaarGummi expects the following:

A. GHG emissions, energy efficiency and renewables

Supplier is expected to implement in their facilities cost effective methods to improve energy efficiency, increase use of renewable energy, minimize their energy consumption and greenhouse gas emissions.

B. Water quality and consumption

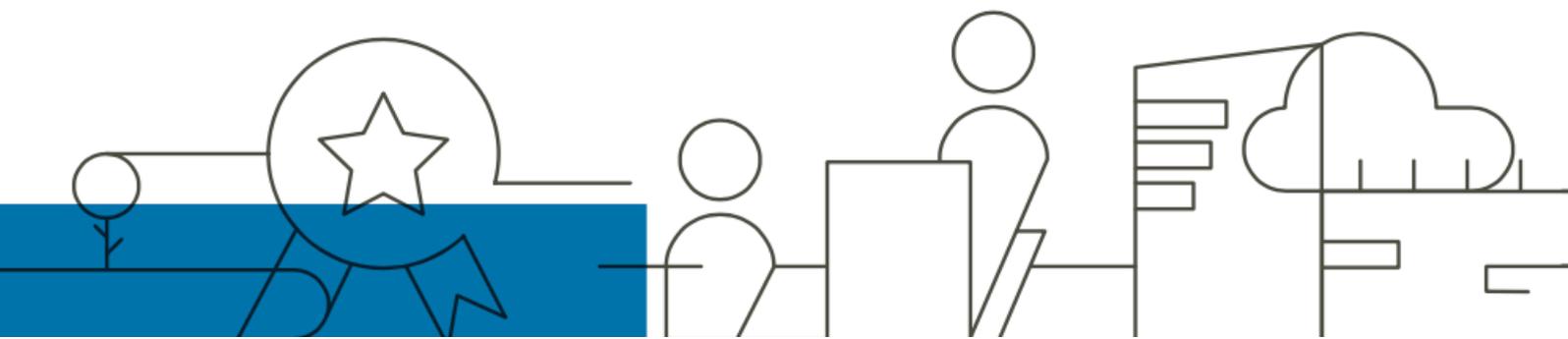
Supplier should reduce, reuse and recycle water used during industrial processes. Supplier is also encouraged to control and treat wastewater generated from its operations prior to discharge or disposal.

C. Air quality

Suppliers are expected to monitor, control, and reduce air emissions emanating from its operations that pose a hazard to the environment. Special attention at locations where chemicals are handled must be ensured. Moreover, Supplier should comply with legal standards to manage air pollutant emissions.

D. Sustainable resources management and waste reduction

Supplier is expected to encourage and support the use of sustainable, renewable natural resources while reducing waste. Supplier is encouraged to implement a waste management strategy that targets (i) prevention, (ii) reduction, (iii) reuse, (iv) recycling, (v) energy recovery and (vi) landfill/disposal of waste in a safe and environmentally responsible manner.



E. Responsible chemical management

Supplier is expected to identify, minimize or eliminate the use of restricted substances in manufacturing processes and finished products to ensure regulatory compliance. Companies should also be aware of any use of reportable substances in processes and finished products, and actively investigate suitable substitutes. SaarGummi requires the declaration of all substances used in the products delivered to SaarGummi.

F. Responsible sourcing of raw materials

Suppliers are expected to conduct due diligence to identify the source of the raw materials in their products and to ensure that their products do not contain raw materials that contribute to human rights abuses, ethics violations or that they negatively impact the environment. They shall only source from verified conflict free providers.

IV. Upstream Supplier Management

SaarGummi expects from its Supplier to also enforce similar obligations, as established in this Code of Conduct, to its own suppliers.

Supplier hereby confirms, in addition to the obligations under the supply agreements or other relevant documentation concluded with SaarGummi, that it shares, respects, adheres to and applies the values and principals stated in this Code.

This document must be signed by a duly authorized person of the Supplier and returned to SaarGummi within 15 working days after receipt.

Supplier Company Name:

Signature:

Name and Title:

Date:

