

Code of Conduct for suppliers of SCANLAB GmbH

SCANLAB GmbH is committed to ecologically and socially responsible corporate governance. We also expect our suppliers to observe the principles of ecological, social and ethical behaviour and to integrate them into the corporate culture. We want to continuously optimize our entrepreneurship and our products in terms of sustainability and ask our suppliers to contribute to this in terms of a holistic approach.

Our requirements for SCANLAB suppliers:

➤ **Compliance with legal requirements**

- SCANLAB suppliers shall fully comply with the laws of the applicable jurisdiction.

➤ **Prohibition of child and forced labour**

- SCANLAB suppliers do not use child labour at any stage of production. They adhere to the recommendation from the ILO conventions on the minimum age for the employment of children (ILO = International Labour Organization of United Nations).
- SCANLAB suppliers do not tolerate any kind of forced labour. They do not employ anyone against their will or force them to work.

➤ **Respect for the fundamental rights of employees**

- SCANLAB suppliers shall promote equal opportunities and equal treatment for their employees, regardless of colour, race, nationality, social origin, disability, sexual orientation, political or religious beliefs, gender or age.
- They respect the personal dignity, privacy and personal rights of each individual.
- They do not tolerate disadvantageous treatment of workers, such as mental hardship, harassment, abuse or discrimination.
- They shall ensure adequate remuneration and compliance with the provisions on working time.
- To the extent permitted by law, they recognise workers' freedom of association.

➤ **Health and safety of employees**

- SCANLAB suppliers follow the applicable rules and regulations on occupational health and safety. They provide a safe and healthy working environment for their employees.
- They reduce risks and take precautionary measures against accidents and occupational diseases.
- They regularly inform and train their employees regarding occupational safety and health protection.

➤ **Environmental protection**

- SCANLAB suppliers comply with legal requirements and international standards on environmental protection.

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- They take measures to reduce environmental pollution and the consumption of natural resources and raw materials and to improve energy efficiency.

➤ **Ethical business behaviour**

- SCANLAB suppliers prohibit all forms of corruption, bribery, extortion and embezzlement and pursue a zero-tolerance policy in this regard.
- They conduct their business only in a fair and legal manner and do not engage in any anti-competitive practices such as price fixing, bid rigging.
- They respect intellectual property rights. Technology and know-how transfer is done in a way that protects intellectual property rights and customer information.

➤ **Supply chain**

- SCANLAB suppliers shall promote compliance with the contents of this Code of Conduct among their suppliers.