



CODE OF CONDUCT FOR SUPPLIERS AND SUB-CONTRACTORS

Deharde GmbH is a globally active company in the aerospace, automotive and industrial sectors. In compliance with the applicable laws and guidelines, we manufacture safe and high-quality products and assemblies. We are also committed to supporting the stated core values of the United Nations Global Compact [www.globalcompact.de] (human rights, labour standards, environment, prevention of corruption) as well as adherence to the standards for business ethics and compliance (International Forum on Business Ethical Conduct).

For a good business partnership, we expect the same from our suppliers and their subcontractors.



I. Compliance with laws and regulations

All suppliers are required to comply with all applicable laws and regulations of the countries in which production activities or services are performed.

II. Compliance with human rights and fair working conditions

No child labour

All forms of child labour - whether directly or indirectly - are prohibited. The supplier must ensure that no children under the age of 15 perform work.

Furthermore, the supplier must ensure that young employees under the age of 18 are only allowed to perform work in compliance with the legal requirements (working hours and working conditions) and in compliance with the requirements regarding education and training.

No forced labour, slavery or human trafficking

Suppliers are prohibited from supporting and using any form of forced or compulsory labour, slavery and human trafficking.

The use of bonded labour and involuntary prison labour is also prohibited.

No discrimination and no harassment in the workplace

Discrimination and harassment in the workplace of employees (m/f/d) in any form is not permitted. This applies, for example, to discrimination based on gender, race, caste, skin colour, disability, political conviction, origin, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected.

Fair pay and working hours

The supplier agrees to pay the locally applicable national minimum wage or the minimum standard customary in the industry. The Supplier further undertakes to comply with the working hours prescribed by law, including with regard to overtime, breaks and recreational leave.

Freedom of association

The supplier respects and allows all employees (m/f/d) to freely form and join trade unions and/or employee representatives or to bargain collectively. If the right to freedom of association is restricted by local laws, legally compliant alternatives to worker representation shall be promoted.

III. Compliance with safety in the workplace, environmental and health protection

Safety in the workplace

The supplier is responsible for a safe and healthy working environment. He has to ensure this by setting up and maintaining suitable safety in the workplace, environmental and health protection systems in order to prevent accidents and damage to the environment and health of all groups of people involved.

Furthermore, we expect active risk management to conserve natural resources and protect the environment within the region.

IV. Business ethics and compliance

Prohibition of corruption, bribery and acceptance of benefits

Deharde GmbH requires its suppliers and their subcontractors to comply with applicable national and international anti-corruption laws and regulations. The supplier must use appropriate procedures to monitor and prevent all forms of bribery, corruption, extortion and embezzlement.

Fair competition

Laws that protect and promote competition, in particular anti-trust laws, must be respected. Suppliers and subcontractors must respect fair competition and comply with the prohibition of collusion with competitors and other actions that impede the free market.

Avoiding conflicts of interest

Suppliers are required to make decisions solely on an objective basis and not to be influenced by personal or own financial interests.

Protection of confidential information

Concerning the protection of private information, the supplier undertakes to meet the reasonable expectations of all customers, suppliers and employees. The Supplier shall comply with data protection and information security laws and government regulations when collecting, storing, processing, transmitting and disclosing personal information.

V. Trade

Import and Export

The supplier must strictly comply with all applicable laws for the import and export of goods, services and information.

In addition, the compliance with the sanctions lists is required.

Conflict materials

Supplier shall comply with all applicable laws and regulations regarding the sourcing of minerals and materials from conflict regions and high-risk areas that contribute to serious human rights abuses, corruption and support of armed groups or similar negative impacts.

Counterfeit components, parts of dubious origin

The supplier shall implement and maintain a system to avoid the risk of counterfeit parts and materials being incorporated into and supplied with the manufactured products.

The supplier is obliged to inform Deharde GmbH immediately if counterfeit parts or parts of doubtful origin are identified in the process flow.