



The Preh Group and its suppliers are committed to the ten internationally recognized principles of the UN Global Compact ([www.unglobalcompact.org](http://www.unglobalcompact.org)), the four core principles of the International Labour Organization ([www.ilo.org](http://www.ilo.org)), the Universal Declaration of Human Rights and the OECD Guidelines ([www.oecd.org](http://www.oecd.org)) for Multinational Enterprises, as well as the Rio Declaration on Environment and Development and the Paris Agreement. This is to protect and conserve our most important resources: people and the environment. We respect human rights and labor rights, environmental protection goals and the fight against corruption. The Preh Group therefore expects compliance with all applicable laws at all times, such as the German Supply Chain Act (LkSG). In particular, the Preh Group expects its suppliers to respect and comply with the minimum requirements derived from the aforementioned internationally recognized standards and applicable laws:

## Human rights and working conditions

The inviolability of people's fundamental rights are enshrined in the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, the Basic Law of the Federal Republic of Germany and in the constitutions of many other countries around the world. This respect for human rights is also an essential part of the Preh Group's corporate policy, which is why we expect our suppliers

- not to tolerate and to actively support the curbing of child and youth labor (beyond the requirements of applicable laws and regulations);
- not to tolerate any form of modern slavery, such as forced labor and human trafficking;
- to respect human rights and provide a working environment free from any form of harassment or discrimination and one with equal opportunities for all, regardless of age, gender, sexual orientation, gender identity, ethnic or national origin, disability, pregnancy, religious affiliation, political affiliation, trade union membership, genetic information or marital status;
- to ensure that working hours, wages and social benefits comply with locally applicable rules and meet at least the basic needs of the worker;
- to maintain equal opportunities in employment and grant equal pay for equal work;
- to promote an inclusive culture which values diversity in order to enable workers to realize their full potential;
- to pay particular attention to the rights of local communities and indigenous peoples and to take their needs into account;
- to respect their employees' right to freedom of association and collective bargaining;
- to avoid eviction or blocking necessary access when acquiring, developing or otherwise exploiting land and waters;
- to refrain from deploying security forces with inadequate training and oversight by the security company, where such deployment may lead to human rights violations.

## Health and safety

The supplier should establish an occupational health and safety organization to ensure a safe working environment for all employees.

This includes compliance with locally applicable laws as a minimum standard. Preh expects the supplier to provide PPE (personal protective equipment) as required and ensure its use, and to provide a working environment that:

- complies with the national occupational health and safety and fire safety regulations at a minimum;
- minimizes and, ideally, eliminates the potential for accidents and injuries at the workplace by means of a risk analysis system; and
- complies with an applicable occupational health and safety management system (e.g. ISO 45001 or equivalent recognized standard).

## Environmental and climate protection

With regard to environmental protection and climate change, the supplier shall promote environmental responsibility at all stages of product realization and service delivery, applying generally accepted environmental practices and conserving resources. Therefore, the Preh Group expects that the supplier will:

- proactively prevent or minimize negative environmental impacts (e.g. impacts on air, water and soil quality) and control and document them in an appropriate manner;
- deliver only organic materials (e.g. wood, leather) that do not adversely impact biodiversity;
- preserve biodiversity in land use and deforestation (e.g. high conservation value forests);
- promote energy conservation and reduce greenhouse gas emissions through the use of renewable energy, contribute to the reporting of greenhouse gas emissions and draw up a green energy plan for all services provided to the Preh Group by 2030;
- promote resource conservation and projects to reduce waste and promote the circular economy (e.g. re-use and recycling schemes);
- ensure legal certainty through the responsible use of chemicals by avoiding or minimizing the use of restricted chemicals and encouraging the search for suitable substitutes;
- develop and maintain a certified environmental management system in accordance with ISO 14001 (or an adequately recognized standard).

## Business ethics and compliance

To ensure honest cooperation and a high standard of integrity between business partners, the Preh Group expects the supplier to:

- follow our **Responsible Sourcing Policy** so as to not knowingly supply products that contain raw materials that contribute to human rights violations, bribery or ethics violations or that adversely affect the environment;
- obtain and maintain all necessary regulatory authorizations for the establishment and operation of facilities and equipment used for the production of products;
- act in accordance with and support compliance with applicable anti-corruption and money laundering laws and programs;
- practise transparent conduct of business, thus demonstrating financial responsibility through correct record keeping;
- respect intellectual property rights of third parties, including Preh;
- not engage in any form of fraud;
- ensure that the financial or other interests of its employees do not conflict with the tasks they perform in the company or to disclose them when they occur;
- respect international trade and economic regulations (import and export regulations) including sanctions and customs regulations, while responding to changes even in the short term;
- comply with antitrust and other competition rules;
- protect the confidential information provided by Preh and our business partners and fully comply with the jurisprudence regarding data protection and data security;
- ensure that the use of artificial intelligence (AI) complies with applicable laws and agreements. Particular attention should be paid to the protection of private and business data and their reliable and predictable use.

# SUPPLIER CODE OF CONDUCT



## Supply chain responsibility

The Preh Group expects the supplier to pass on these supplier requirements and the Responsible Sourcing Policy, accessible in the download area under <https://www.preh.com/downloads/lieferanten>, to its sub-suppliers and to oblige them to the same, in order to ensure consistency within the supply chain. In doing so, the supplier must monitor and check to ensure that these sustainability requirements are complied with throughout the supply chain. At the written request of the Preh Group, the supplier shall provide information regarding the requirements standardized in this Supplier Code of Conduct, in particular to demonstrate that they have been properly implemented, safeguarded and passed on within the supply chain.

## Dealing with violations

In the event of a breach of the supplier requirements laid down in this Supplier Code of Conduct, the Preh Group reserves the right to terminate the business relationship with the supplier(s), provided that no less intrusive measures such as the exclusion from the new award of projects or the reduction of the supplier rating are sufficient to eliminate and prevent a repetition of the breach.

**sgd. Rui Marques Dias**  
CFO

**sgd. Dr. Daniel Hollos**  
Director Supplier Management & Tooling

### Declaration:

I hereby confirm on behalf of the company that we undertake to recognize, comply with and implement the principles and requirements set out in this document in our business relationship with the Preh Group.

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Place, date

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Company name / stamp

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Signature