



Supplier Code of Conduct

the
INNO FRICTION GmbH
Industriestr. 7
57577 Hamm / Sieg

-hereinafter referred to as customer-

and

its suppliers

Table of contents

Content

Preamble / General Principles	3
Corruption.....	4
Handling of information	4
Export controls and economic sanctions.....	4
Use of conflict minerals	4
Social behavior.....	4
Human rights	4
Forced labour.....	5
Rights	5
Discrimination/Rights of Genders (Man / Woman / Diverse)	5
Use of private or public security forces.....	5
Fair working conditions	5
Whistleblower Protection Act	6
Health protection.....	6
Environmental Protection / Renewable Energy / Energy Efficiency / Sustainability / Safety / Health ...	6
Revisions	7

Only for reasons of readability was the masculine form chosen in the text. However, the regulations apply to members of all genders.

Preamble / General Principles

Fairness, mutual respect, integrity and social responsibility are the cornerstones of the daily activities of INNO FRICTION GmbH. In this way, we take our corporate responsibility seriously and create the prerequisites for sustainable corporate success.

In our daily actions, this means that we comply with all laws and act ethically in all matters. In particular, the people involved in the procurement process bear a high level of responsibility towards their employer, customers and suppliers, as well as the environment and society.

We expect the same from our suppliers.

The Supplier Code of Conduct is part of the General Terms and Conditions of Purchase of INNO FRICTION GmbH on which all orders are based and applies to all business relationships.

The publication of this Supplier Code is made for external parties on the homepage www.innofriction.com and is not communicated separately.

Thus, the supplier undertakes to meet its social responsibility in all business activities with INNO FRICTION GmbH and to observe the corresponding applicable laws. As far as is known, this also applies to the relevant regulations of the countries in which products of INNO FRICTION GmbH are used.

The topics described here represent a minimum standard and may be subject to change independently.

The supplier is obliged to communicate and implement the chapters listed below in this Supplier Code of Conduct within its supply chain as well.

Our suppliers are free to create their own Code of Conduct, but the content of this code must comply with the principles described here.

We recommend that our suppliers deal with the topic of CSR sustainability reporting and, in the best case, create a corresponding reporting system here.

Corruption

We do not engage in, enable or tolerate any money laundering-related activity.

We stand for fair and undistorted competition. In this context, we and our suppliers observe and comply with the antitrust regulations of the markets in which we operate.

We expect our employees and suppliers not to participate in actions or agreements with other companies that violate competition or antitrust law.

Gifts offered or accepted must be appropriate and transparent and must not lead to influencing our decisions. This applies to all groups of people. Gifts or gratuities sent to an employee's home address will not be accepted. This is the only way we can actively fight corruption.

Conflicts of interest must be presented and resolved immediately and transparently – even if there is only a suspicion – or a solution process must be initiated.

We strictly separate the private interests of companies and employees on both sides.

Handling of information

We are committed to protecting all company information and keeping it confidential. This applies not only to our own confidential information, but also to that entrusted to us by our business partners/suppliers and customers.

Export controls and economic sanctions

We ensure that our business dealings with our business partners do not violate economic embargoes, trade regulations, import and export controls, or requirements to prevent terrorist financing, and review them before accepting an order. To this end, all our employees and suppliers who are involved in the import, export, domestic trade of goods and the handling of certain products are obliged to comply with the relevant laws and regulations.

Use of conflict minerals

The supplier undertakes to comply with the "Dodd-Frank Act" that has come into force in the USA. This law is intended to avoid the use of conflict minerals in the supply chain, such as tantalum, tungsten, tin, gold, if they are obtained from sources that directly or indirectly finance conflicts in the Democratic Republic of the Congo or surrounding countries or originate from conflict-affected or high-risk areas.

Social behavior

Human rights

Respect for human rights is an integral part of corporate responsibility. We accept the dignity and personal rights of individual employees and colleagues as well as third parties with whom we have business associations.

We respect the rights of indigenous peoples and local communities that may be affected by our operations. This means, among other things, the prohibition of forced evictions in order to open up new mining areas as well as the destruction of land, forests and waters as well as cultural sites.

In this regard, we also note ILO 1698, (UN Declaration of the Rights of Indigenous Peoples), which describes the process of free, prior and informed consent (FPIC) of local communities to developments on the land on which they live.

We expect our business partners to implement these behaviours.

Forced labour

We reject any kind/form of forced labour and expect the same from our suppliers.

Rights

We and our supplier observe the regulations of the United Nations on human and children's rights. These include, in particular, ILO Convention 138 (Convention on the Minimum Age for Admission to Employment) and ILO Convention 182 (Convention on the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour). If national requirements stipulate stricter requirements, these must be applied.

Discrimination/Rights of Genders (Man / Woman / Diverse)

The supplier consistently opposes discrimination and harassment based on gender, ethnic origin, religion, age, disability, skin colour, nationality, religious affiliation, ideology or sexual orientation within the framework of the applicable laws and laws.

Use of private or public security forces

Should the use of private or public security forces be necessary to ensure the protection of persons, facilities and legitimate interests, the supplier shall ensure that internationally recognised human rights are respected.

Fair working conditions

The supplier ensures open communication between employees and supervisors regarding working conditions. This also includes the right to collective bargaining. Unless otherwise provided by law, all employees can establish an employee representation or become a member of an employee representation. This does not result in any disadvantages for the employees.

The supplier must ensure compliance with the nationally applicable wage and working time regulations or those laid down in collective agreements, in particular the regulations on minimum wages and overtime.

The supplier also grants the employee the social benefits to which he is entitled by law. Remuneration is transparent, regular and with legal tender.

Unjustified salary deductions, even as a disciplinary measure, are not permitted (ILO Convention 26 + 131).

We and our supplier do not tolerate harassment, bullying or intimidation.

Whistleblower Protection Act

In accordance with the Whistleblower Protection Act (HiSchG - in the current version-), we expect our suppliers to set up a reporting office in order to be able to anonymously report information and complaints about possible violations of laws, suspected corruption, data protection violations, thefts or the like.

Health protection

The supplier is obliged to create a safe and health-friendly working environment. We expect our supplier to comply with the applicable health and safety laws and regulations. This includes the introduction of occupational health and safety policies and procedures (ILO Convention 155, Recommendations 164 & 190).

Noise sources that arise or have arisen must be identified in order to keep noise emissions as well as health and environmental pollution as low as possible.

Environmental Protection / Renewable Energy / Energy Efficiency / Sustainability / Safety / Health

Environmental protection is an integral part of our corporate responsibility.

The supplier undertakes to comply with all environmental regulations and standards applicable to the company.

Please also note the topics mentioned in SAQ 5.0 (<https://supplierassurance.com>) in Chapter 18 / Sustainability.

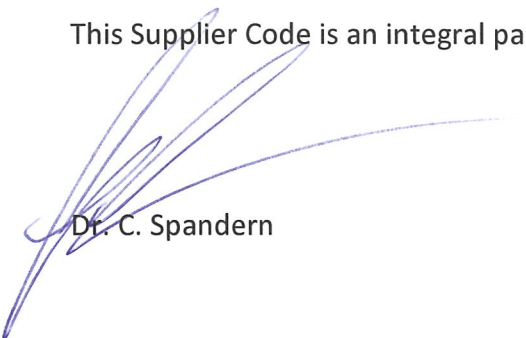
In order to protect people and the environment, the supplier installs systems to treat the waste, wastewater and exhaust gases generated from or during its processes through the entire process chain up to disposal in such a way that they cannot pose a hazard.

The planned machine and plant maintenance also assesses existing or emerging noise sources in order to be able to prevent noise emissions in good time.

The supplier installs programs to actively reduce energy consumption, water consumption, waste and emissions of greenhouse gases and other environmental impacts in all its activities to a minimum and to increase energy efficiency. Renewable energies are preferred – as far as possible.

The supplier attaches great importance to compliance with all legal and official requirements on the topics of environmental, occupational health and safety. Our supplier is responsible for ensuring that appropriate health and safety precautions and measures are in place.

This Supplier Code is an integral part of the GTC and does not require a mutual signature.



Dr. C. Spandern

Revisions

Rev No.	Content	Date
00	Regeneration	09.07.2020
01	Revision / Addition	21.08.2023
02	Revision / Addition	22.11.2024