

hubergroup Supplier Code of Conduct

(as of March 2023)

The hubergroup lives up to high standards for safe working conditions, fair and respectful treatment of employees, and ethical practices. We are committed to ecologically and socially responsible corporate governance. We expect our employees to observe the principles of ecological, social and ethical behavior as part of our corporate culture. We optimize both our products and our corporate actions - in terms of sustainability we expect our suppliers to contribute to this.

We need to ensure that applicable law is observed in our supply chain and that certain minimum standards resulting from internationally recognized environmental, social and corporate governance standards are met.

The minimum standards are based on the [UN Declaration of Human Rights](#), the [Ten Principles of the United Nations Global Compact Initiative](#), the [United Nations Guiding Principles on Business and Human Rights](#), and the [International Labor Organization's Declaration on Fundamental Principles and Rights at Work](#).

The hubergroup therefore expects you to comply with the following minimum standards and to implement and observe them within your own supply chain:

- Conduct your business in compliance with all applicable laws, standards and other legal requirements of the countries you operate
- No child labor
- No slavery, child trafficking or forced labor
- Compliance with occupational health and safety regulations and safety standards
- Respect for the right to freedom of association
- Equal treatment of employees
- Payment of a reasonable and sufficient wage
- Pollution prevention
- No use of mercury and mercury compounds and chemicals such as persistent organic pollutants
- Environmentally sound handling and disposal of waste
- No bribery, corruption, or money laundering

Supplier commitment

- We have read and understood the hubergroup Supplier Code of Conduct and undertake to comply with the requirements and expectations contained therein.

- Alternatively, we provide you with our Code of Conduct. This contains the minimum requirements expected from the hubergroup.

Suppliers are expected to develop adequate documentation to demonstrate that they share the principles and values expressed in this Supplier Code of Conduct. This documentation may be reviewed by the hubergroup upon mutual agreement. If violations are not remedied within a reasonable time after a warning or if missing measures are not implemented, we grant the hubergroup an extraordinary right to terminate the existing contracts.

Place and date

Company name

Legally binding signature

Legally binding signature

Name and position of the signatory

Name and position of the signatory