



ISOLITE

High Temperature Solutions

Supplier Code of Conduct

ISOLITE Group



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Introduction

For the companies of the ISOLITE Group, compliance with applicable law is a matter of course. Values such as mutual trust, honesty, integrity, and straightforwardness are the cornerstones of our supplier relationships and firmly anchored in our identity. A way of working that is in harmony with people and the environment contributes significantly to our corporate success.

The ISOLITE Group's Supplier Code of Conduct (CoC) sets out the minimum requirements that we impose on participants in our supply chain in order to ensure responsible cooperation. It supplements existing contractual agreements, and the principles set out therein are a fundamental prerequisite for entering into and continuing a business relationship with us.

Scope

This CoC applies to all suppliers, service providers, and business partners (hereinafter referred to as “suppliers”) who provide goods or services to us, as well as to their employees, subcontractors, and other third parties who act within the scope of the business relationship with us. Our suppliers are expected to enforce these principles in their own supply chain and to ensure that their subcontractors also comply with the standards set out herein.

Commitment to compliance

We expect our suppliers to fully understand, acknowledge, and implement the principles set out in this CoC. This includes a commitment to comply with all applicable laws and regulations, as well as international standards and conventions. In the event of violations of this CoC, we reserve the right to take appropriate action, which may include termination of the business relationship. We encourage our suppliers to proactively report any potential or actual violations and to work with us to find solutions and ensure compliance with the standards.

Each supplier is responsible for ensuring compliance with this CoC within its own company and in its direct supply chain. This includes implementing appropriate management systems, policies, and procedures to meet the standards set forth herein. Suppliers must regularly train and educate their employees to raise awareness of the importance of ethical, social, and environmental responsibility. Suppliers are also expected to require their own subcontractors to comply with comparable standards.

We reserve the right to verify our suppliers' compliance with this CoC. This may be done through self-disclosure, questionnaires, document reviews, or on-site audits. Suppliers are required to grant us or third parties commissioned by us access to relevant information, records, and facilities necessary to verify compliance.

1. Ethical principles and integrity

We expect our suppliers to act in accordance with the highest principles of integrity and ethics and to comply with all applicable laws and regulations.

1.1 Fair competition and antitrust law

Suppliers must comply fully with applicable antitrust and competition laws. Agreements with competitors regarding prices, terms, offers, or market sharing are prohibited. Suppliers may not engage in anti-competitive practices.

1.2 Anti-corruption

Suppliers may not participate directly or indirectly in corruption or bribery. The giving or accepting of money or other benefits is prohibited. This also applies to gifts and invitations that exceed the usual level and thus give the appearance of influencing decisions.

1.3 Conflicts of interest

Potential and actual conflicts of interest that arise in the course of the business relationship and could influence decision-making must be disclosed. Suppliers must take measures to avoid such conflicts.

1.4 Foreign Trade and Export Control

National and international laws restrict or prohibit the import, export, or trade of certain goods, technologies, or services, the handling of certain products, and the associated capital and payment transactions. Suppliers are obliged to comply with all applicable regulations, including those relating to foreign trade and export control law, tax and customs law, money laundering laws, and anti-terrorism laws.

1.5 Confidentiality, intellectual property, and data protection

Suppliers are obliged to treat all information they receive during the business relationship as strictly confidential. This includes trade secrets, technical data, customer information, and all other non-public information. Disclosure to third parties is prohibited without our express written consent. Intellectual property rights must be respected; plagiarism is prohibited. In addition, suppliers must comply with all applicable data protection laws and regulations, particularly the provisions of the General Data Protection Regulation (GDPR) regarding the collection, processing, and storage of personal data. Appropriate technical and organizational measures must be taken to ensure the security and protection of data and to prevent unauthorized access, loss, or misuse.

1.6 Disclosure of Information

We expect our suppliers to provide timely, truthful, and complete financial reporting in accordance with applicable rules and standards based on accurate records. In accordance with these principles, the disclosure of other information arising from our suppliers' legal obligations or from the requirements of this CoC is expected.

2. Human Rights and Occupational Safety

We are committed to respecting and actively promoting human rights and expect our suppliers to honor and live up to this commitment to the same extent. This includes compliance with all applicable laws and international conventions, such as the United Nations Universal Declaration of Human Rights and the International Labor Organization (ILO) Core Labor Standards.

2.1 Prohibition of child- and forced labor

Child labor and forced labor are not permitted under any circumstances. Suppliers must ensure that they do not employ anyone below the legal minimum age for employment in the respective country. The minimum age for employment must not be below the age at which compulsory schooling ends and in no case below 15 years old. Forced labor, debt bondage, human trafficking or other forms of exploitation are strictly prohibited. Employees must have the right to voluntarily terminate their employment and must not be forced to work beyond the contractually agreed notice period.

2.2 Non-discrimination and equal opportunities

A working environment must be created that is completely free of discrimination. Discrimination based on skin color, nationality, ethnicity, gender, age, culture, sexual identity, religion, disability, marital status, pregnancy, political views, or other protected characteristics is not permitted. All employees must be treated fairly, respectfully, and equally, and decisions regarding hiring, promotion, compensation, training, or termination must be based on qualifications, performance, and experience.

2.3 Working hours and remuneration

Applicable laws and regulations regarding working hours, overtime, and remuneration must be complied with unconditionally. The statutory minimum wage is the minimum requirement for the payment of wages and social benefits. Deductions from employees' wages as a disciplinary measure are not permitted.

2.4 Health and safety at work

Suppliers are obliged to ensure a safe and healthy working environment that complies with all applicable laws and regulations on occupational health and safety. This includes providing safe working conditions, identifying and minimizing risks, providing personal protective equipment, and providing regular training on safety procedures and emergency measures. Employees must have the right to withdraw from unsafe situations without fear of reprisals.

2.5 Freedom of association and the right to collective bargaining

Employees have the right to freedom of association and collective bargaining, which must be accepted by the supplier. Employees may join, form, or refrain from joining trade unions without fear of consequences or discrimination. The supplier must cooperate with legally recognized employee representatives.

3. Environmental protection and sustainability

We are not only aware of our responsibility towards the environment, but we also live up to this responsibility through our products. We also expect our suppliers to make active efforts to promote environmental protection and make an active contribution to sustainability.

3.1 Environmental laws and regulations

Environmental protection includes compliance with all applicable legal regulations and standards. This includes permits, licenses, and reporting requirements relating to emissions, wastewater, waste management, chemicals, and other environmental impacts. Suppliers must have the necessary systems in place to ensure compliance with these regulations and keep appropriate records where required.

3.2 Resource conservation and waste management

Suppliers must use resources responsibly and introduce measures to reduce the consumption of natural raw materials, water, and energy. Waste and garbage must be carefully separated and avoided wherever possible. The reuse and recycling of materials must be considered in accordance with the waste hierarchy. Disposal must be carried out in accordance with applicable legal obligations.

3.3 Energy and emissions

We expect our suppliers to aim for a consistent reduction in emissions and an increase in energy efficiency. The reduction of greenhouse gas emissions is particularly important in this regard. Decarbonization should be pursued using renewable energy sources or the procurement of renewable energies. Other emissions that impair air quality, as well as noise emissions, should be avoided and monitored.

3.4 Handling of chemicals

We expect our suppliers to handle chemicals responsibly in accordance with applicable legal regulations. The protection of employees and the environment, including the protection of the soil to ensure soil quality, are of utmost importance in this regard.

3.5 Continuous improvement

We expect our suppliers to make efforts to minimize their environmental footprint. Suppliers should set targets for reducing their environmental impact and regularly review and document their progress. Certifications can be carried out and certificates presented as proof of these efforts.

4. Quality and product safety

We attach great importance to the quality and safety of the products and services provided by our suppliers. Suppliers must ensure that their products and services comply with the agreed specifications, quality standards, and all relevant legal requirements.

4.1 Compliance with quality standards

Regular quality controls and tests must be carried out and documented to ensure compliance with requirements. A quality management system, such as ISO9001, IATF16949, or EN9100, demonstrates the supplier's ability to ensure processes and thus also quality. We expect the proactive introduction of one of these quality management systems.

4.2 Product Safety and Compliance

All products supplied must be safe and must not pose a risk to the health or safety of individuals or the environment. Suppliers are required to comply with all applicable laws and regulations relating to product safety, including those relating to the labeling, packaging, handling, and disposal of products. Potential risks must be identified and minimized during the development and manufacture of products. In the event of product defects or safety concerns, suppliers must take immediate action to mitigate the risks and inform us.

5. Compliance and legal requirements

We expect our suppliers to strictly comply with all applicable laws, regulations, and international standards in the countries in which they operate. This includes the requirements of the German Supply Chain Due Diligence Act (LkSG), which prescribes human rights and environmental due diligence obligations along the supply chain.

5.1 Risk management

Suppliers need to have a risk management system in place to identify and assess human rights and environmental risks in their business areas and supply chain. This includes regularly conducting risk analyses to identify potential negative impacts on human rights (e.g., forced labor, child labor, discrimination, inadequate working conditions) and the environment (e.g., pollution, unsustainable use of resources). The results of the risk analysis must be documented and made available to us upon request.

5.2 Preventive and remedial measures

Based on the identified risks, suppliers must take appropriate preventive measures to prevent human rights and environmental violations. This includes embedding relevant standards in their own guidelines and processes, as well as conducting training for employees and monitoring compliance with these measures. In the event of a confirmed violation of human rights or environmental obligation, suppliers are obliged to take appropriate remedial measures without delay to end the violation and prevent its recurrence.

5.3 Grievance Procedure

Suppliers must establish an accessible and effective grievance procedure that enables employees, affected individuals, and other stakeholders to report human rights and environmental risks or violations. The procedure must be confidential, protect against retaliation, and ensure fair and impartial handling of grievances. Information about the grievance procedure must be communicated transparently.

6. Contact information for questions and reports

We value open communication and encourage our suppliers to ask questions about this CoC or raise concerns about possible violations. To do so, you can contact your ISOLITE Group contact person at any time or send an email to Info@Isolite.de.

Alternatively, you can make use of our whistleblower protection system and submit anonymous reports at <https://isolite.hinweisgeber.pro/>.

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