

Supplier Code of Conduct:

Euroglas GmbH

and

Euroglas AG

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Deutschland

Deutschland

As a family-run company, the Glas Trösch Group strives to maintain a relationship with its employees, customers, suppliers, competitors and other stakeholders that is characterised by integrity, fairness, responsibility and sustainability. Accordingly, the company expects its suppliers to be guided by the following principles where their business relationships are concerned.

1. Area of application

The Supplier Code applies to all natural and legal persons who act as suppliers of goods or services to the Glas Trösch Group.

The suppliers of the Glas Trösch Group shall act in accordance with the legal and ethical principles described in this Supplier Code. Suppliers shall endeavour to contractually oblige their own suppliers and subcontractors to comply with the regulations and standards set out in this document, which apply equally to the Glas Trösch Group.

2. Human and labour rights

Human rights as expressed in the United Nations Universal Declaration of Human Rights shall be respected. The Glas Trösch Group expects its suppliers to comply with human rights, the core labour standards of the International Labour Organisation (ILO) and the principles of the United Nations Global Compact (UNGC).

2.1. Child labour

Suppliers are expected to prohibit children from working and to respect local laws for the respective legal minimum age when hiring young employees.

2.2. Forced labour

Forced labour, slave labour, human trafficking or any such comparable work is strictly prohibited.

2.3. Discrimination

Employees shall not be discriminated against in any way unless it is justified by the requirements of employment. This includes discrimination based on gender, race, national, ethnic or social origin, skin colour, disability, health status, political conviction, origin, ideology, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual shall be respected.

2.4. Occupational safety and health

The Glas Trösch Group expects its suppliers to ensure a safe and healthy working environment for their employees. Necessary precautionary measures against accidents and health hazards shall be taken by setting up and applying appropriate occupational safety systems.

3. Environmental protection and sustainability

It is assumed that suppliers comply with all applicable legal regulations and requirements for environmental protection. Measures to reduce CO₂ emissions and improve energy and resource efficiency are a criterion for the Glas Trösch Group when selecting its suppliers.

3.1. Conflict minerals

The supplier undertakes to comply with all statutory provisions and regulations, especially and specifically the REACH and RoHS regulations. Where handling of conflict minerals is concerned, the supplier declares that all relevant national legal requirements and all relevant international guidelines and regulations on conflict minerals are complied with.

Where handling of conflict minerals tin, tungsten, tantalum and gold is concerned, the supplier shall comply with the OECD Due Diligence Guidance for Promoting Responsible Supply Chains for Minerals from Conflict and High-Risk Areas. Smelters and refineries without adequate audited due diligence processes must be avoided. The Glas Trösch Group reserves the right to specifically request the associated information from its suppliers.

4. Conduct in the business environment

The Glas Trösch Group attaches great importance to open and fair dealings with all business partners. Commitments and obligations entered into must be honoured. This is a fundamental prerequisite for a trusting and long-term cooperation.

4.1. Free competition

All obstructions and impairments of competition through concerted practices or other anti-competitive agreements shall in no way be tolerated by the Glas Trösch Group.

4.2. Protection against corruption

The Glas Trösch Group expects its suppliers to ensure compliance with anti-corruption laws and to ensure that their employees do not accept, solicit or grant any unauthorised benefits. Suppliers are expected to actively work against and prohibit all forms of corruption.

4.3. Protection of confidential information

The Supplier undertakes to observe the laws on data protection and information security and the official regulations with regard to the collection, storage, processing, transmission and transfer of data.

5. Compliance with the Supplier Code

The Glas Trösch Group may verify suppliers' compliance with the aforementioned principles and requirements either through self-reporting by the supplier or through supplier audits or in other suitable manner.

If the respectively applicable legal provisions are more restrictive than the regulations applicable at the Glas Trösch Group, these shall take precedence.

In the event of a material breach of the principles and requirements of this Supplier Code, the Glas Trösch Group shall be entitled to terminate the contractual relationships entered into within the scope of the business relationship, in whole or in part, with immediate effect.

6. Consent to the Supplier Code

We hereby acknowledge the Supplier Code of the Glas Trösch Group within the scope of our business relationship and the contracts concluded with the Glas Trösch Group in this context.

As a supplier, we are bound by this declaration until further notice. This declaration shall cease to apply when it is replaced by an updated version submitted by the Glas Trösch Group. If we as a supplier wish to distance ourselves from this declaration, we shall notify the Glas Trösch Group of this in writing, with the consequence that the Glas Trösch Group shall have the rights provided for under 5. to terminate the contractual agreements within the framework of the business relationship.

Place, date, supplier's stamp and signature