

Code of Conduct with regard to the LkSG

I. Introduction - Preamble

Diamant Polymer GmbH is committed to ecologically and socially responsible corporate management. We expect the same behaviour from all our suppliers. We also expect our employees to observe the principles of ecological, social and ethical behaviour and to integrate them into the corporate culture. We also strive to continuously optimise our business activities and our products and services in terms of sustainability and ask our suppliers to contribute to this in the sense of a holistic approach.

For future co-operation, the contractual partners agree to the validity of the following regulations for a joint code of conduct. This agreement shall form the basis for all future deliveries. The contracting parties undertake to fulfil the principles and requirements of the Code of Conduct and to endeavour to contractually oblige their subcontractors to comply with the standards and regulations set out in this document. By supplying, the supplier agrees to abide by these regulations and standards. A breach of this Code of Conduct may ultimately be reason and cause for the company to terminate the business relationship, including all associated supply contracts.

The Code of Conduct is based on national laws and regulations such as the Supply Chain Due Diligence Act (LkSG) and international conventions such as the United Nations Universal Declaration of Human Rights, the Guidelines on the Rights of the Child and Business Conduct, the United Nations Guiding Principles on Business and Human Rights, the International Labour Standards of the International Labour Organization and the United Nations Global Compact.

II. Requirements for suppliers

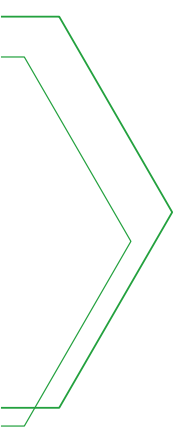
1. social responsibility

a. Exclusion of forced labour

No forced labour, slave labour or comparable work may be used. All labour must be voluntary and without threat of punishment. Employees must be able to terminate their work or employment relationship at any time. Furthermore, there must be no unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment and humiliation. The hiring or use of security guards must be prohibited if persons are treated or injured in an inhumane or degrading manner or if their freedom of association is impaired.

b. Prohibition of child labour

Child labour may not be used at any stage of production. Suppliers are requested to comply with the recommendation of the ILO conventions on the minimum age for the employment of child labour. Accordingly, the age should not be less than the age at which compulsory education ends according to the law of the place of employment and in any case not less than 15 years. If children are found at work, the supplier must document the measures to be taken to remedy the situation



and to enable children to attend school. The rights of young workers must be protected. Employees under the age of 18 may not be employed for work that is harmful to the health, safety or morals of children. Special protective regulations must be observed.

c. Fair Pay

The remuneration for regular working hours and overtime must correspond to the national statutory minimum wage or the minimum standards customary in the industry, whichever is higher. The remuneration for overtime must in any case exceed the remuneration for regular hours. If the remuneration is not sufficient to cover the costs of normal living expenses and to build up a minimum level of reserves, the supplier is obliged to increase the remuneration accordingly. Employees must be granted all legally prescribed benefits. Deductions from wages as a punitive measure are not permitted. The supplier must ensure that employees receive clear, detailed and regular written information on the composition of their remuneration.

d. Fair working hours

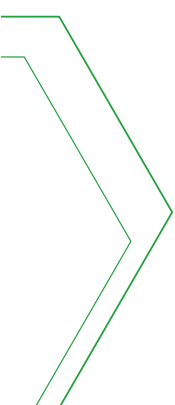
Working hours must comply with the applicable laws or industry standards. Overtime is only permitted if it is worked on a voluntary basis and does not exceed 12 hours per week, while employees must be granted at least one day off after six consecutive working days. The weekly working time may not regularly exceed 48 hours.

e. Freedom of association

The right of employees to form and join organisations of their choice, to bargain collectively and to strike must be respected. In cases where freedom of association and the right to collective bargaining are restricted by law, alternative possibilities for independent and free association of employees for the purpose of collective bargaining must be provided. Employee representatives must be protected from discrimination. Employees must not be discriminated against on the basis of their founding, joining or membership of such an organisation. Employee representatives must be granted free access to the workplaces of their colleagues in order to ensure that they can exercise their rights in a lawful and peaceful manner.

f. Prohibition of discrimination

Discrimination Unequal treatment of employees in any form is not permitted unless it is based on the requirements of employment. This applies, for example, to discrimination based on gender, race, caste, 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 are respected.



g. Health protection, safety at the workplace

The supplier is responsible for a safe and healthy working environment. The necessary precautionary measures against accidents and damage to health that may arise in connection with the work shall be taken by setting up and applying appropriate occupational safety systems. Suitable measures must be taken to prevent excessive physical or mental fatigue. In addition, employees are regularly informed and trained on applicable health and safety standards and measures. Employees are given access to sufficient quantities of drinking water and access to clean sanitary facilities.

h. Preservation of the natural basis of life

The supplier may not, in violation of legitimate rights, withdraw land, forests or waters whose use secures the livelihood of people. The supplier must refrain from harmful soil changes, water and air pollution, noise emissions and excessive water consumption if this harms the health of people, significantly impairs the natural basis for food production or prevents people from having access to clean drinking water or sanitary facilities.

i. Complaints mechanisms

The supplier must pass on information received from Diamant Polymer GmbH regarding accessibility, reliability and the implementation of a complaints procedure to its employees in an appropriate manner. The complaints procedure must be accessible to employees while maintaining confidentiality of identity and effective protection against discrimination. If no notice is given, the supplier itself is responsible for establishing an effective grievance mechanism at company level for individuals and communities that may be affected by adverse impacts.

j. Dealing with conflict minerals

For the conflict minerals tin, tungsten, tantalum and gold, as well as for other raw materials such as cobalt, the company establishes processes in accordance with the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and expects its suppliers to do the same. Smelters and refineries without appropriate, audited due diligence processes should be avoided.

2. **Ecological responsibility**

a. Treatment and discharge of industrial wastewater

Wastewater from operational procedures, production processes and sanitary facilities must be standardised, monitored, checked and treated if necessary before discharge or disposal.

In addition, measures should be introduced to reduce the generation of waste water.

b. Dealing with air emissions

General emissions from operations (air and noise emissions) and greenhouse gas emissions shall be standardised, routinely monitored, reviewed and treated as necessary prior to release. The supplier is also required to monitor its emission control systems and is required to find cost-effective solutions to minimise any emissions.

c. Handling of waste and hazardous substances

The supplier shall follow a systematic approach to identify, handle, reduce and responsibly dispose of or recycle solid waste. The prohibitions on the export of hazardous waste in the Basel Convention of 22 March 1989, as amended, must be observed. Chemicals or other materials that pose a risk when released into the environment must be identified and handled in such a way that safety is ensured when handling, transporting, storing, using, recycling or reusing and disposing of these substances. Mercury shall be used in accordance with the prohibitions of the Minamata Convention of 10 October 2013 and persistent organic pollutants in accordance with the Stockholm Convention of 23 May 2001, as amended.

d. Reduce consumption of raw materials and natural resources

The use and consumption of resources during production and the generation of all types of waste, including water and energy, must be reduced or avoided. This is done either directly at the point of origin or through procedures and measures, e.g. by changing production and maintenance processes or procedures in the company, by using alternative materials, by saving, by recycling or by reusing materials.

e. Dealing with energy consumption/efficiency

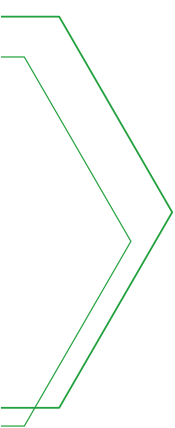
Energy consumption must be monitored and documented. Economic solutions must be found to improve energy efficiency and minimise energy consumption.

3. **Ethical business behaviour**

a. Fair competition

The standards of fair business, fair advertising and fair competition must be observed. In addition, the applicable antitrust laws must be applied, which in particular prohibit agreements and other activities that influence prices or conditions when dealing with competitors.

Furthermore, these regulations prohibit agreements between customers and suppliers that are intended to restrict customers in their freedom to determine their prices and other conditions for resale at their own discretion.



b. Confidentiality/data protection

The supplier undertakes to fulfil the reasonable expectations of its client, suppliers, customers, consumers and employees with regard to the protection of private information. The Supplier shall comply with data protection and information security laws and governmental regulations when collecting, storing, processing, transmitting and disclosing personal information.

c. Intellectual property

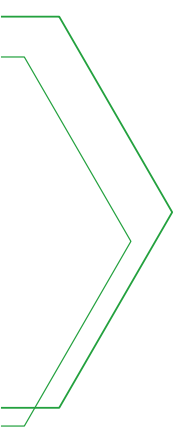
Intellectual property rights must be respected; technology and know-how transfers must be carried out in such a way that intellectual property rights and customer information are protected.

d. Integrity/bribery, taking advantage

The highest standards of integrity must be applied to all business activities. The supplier must have a zero-tolerance policy against all forms of bribery, corruption, extortion and embezzlement. Procedures for monitoring and enforcing standards shall be implemented to ensure compliance with anti-corruption laws.

III. Realisation of the requirements

We expect our suppliers to identify risks within their supply chains and to take appropriate measures. In the event of suspected violations and to safeguard supply chains with increased risks, the supplier will inform the company promptly and, if necessary, regularly about the violations and risks identified and the measures taken. The company checks compliance with the standards and regulations listed in this document using a self-assessment questionnaire. If a breach of the provisions of this Code of Conduct is identified, the Client shall immediately notify the Company in writing within one month and set the Supplier a reasonable grace period to bring its behaviour into line with these provisions. If a remedy is not possible in the foreseeable future, the Supplier must notify the Company immediately and, together with the Company, draw up a concept with a timetable for ending or minimising the breach. If such a breach has been culpably committed, the grace period expires fruitlessly or the implementation of the measures contained in the concept does not remedy the situation after expiry of the schedule and continuation of the contract until ordinary termination is unreasonable for the client, the client may terminate the business relationship with the company and terminate all contracts after fruitless expiry of the set deadline if he has threatened to do so when setting the grace period. A statutory right to extraordinary cancellation without setting a grace period, in particular in the case of very serious breaches, remains unaffected, as does the right to compensation.



IV. Acknowledgement and consent of the supplier

The supplier undertakes to act responsibly and to comply with the principles/requirements listed. The supplier further undertakes to communicate the content of this code to employees, authorised representatives and subcontractors in a manner that is comprehensible to them and to take all necessary precautions for the implementation of the requirements.

