

## Supplier-Code of Conduct ( „Supplier-CoC“ )

of

### RAITEC GmbH

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( "RAITEC" )

**Valid from April 2025**

We attach great importance to social responsibility, ecological sustainability and ethical business behaviour. In cooperation with our suppliers, we strive for a fair and responsible supply chain. This Supplier Code of Conduct defines the expectations we have of our suppliers in terms of ethical, social, environmental and legal standards.

Working with suppliers who share and implement these values is of central importance to us. If suppliers commission third parties (e. g. subcontractors or agents) as part of the business relationship, RAITEC expects them to also commit to the Supplier Code of Conduct.

## 1. Corporate responsibility



Corporate responsibility entails the obligation to comply with all local, national and international laws, regulations and standards in the countries in which they operate. We support the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and respect the requirements of the International Labour Organization (ILO), which is why we expect suppliers to comply with the following principles in particular, in addition to adequate management and control systems:

### 1.1. Human right

RAITEC's suppliers respect and protect the globally applicable regulations for the protection of human rights as fundamental and generally applicable requirements. In particular, this includes ensuring that suppliers do not use forced labour, modern slavery or child labour.

### 1.2. Equal opportunities and non-discrimination

RAITEC suppliers do not discriminate against anyone on the basis of ethnic, national or social origin, religion, skin colour, gender, age, disability, sexual orientation or political views. They promote respectful treatment of people and ensure that there is no room for harassment.

### 1.3. Product safety

RAITEC suppliers comply with all applicable product safety regulations and requirements, in particular the legal

requirements regarding the safety, labelling and packaging of products and the use of hazardous substances and materials.

### 1.4. Health and safety in the workplace, freedom of assembly and working hours

RAITEC suppliers shall comply with the applicable statutory workplace health and safety requirements. Suppliers shall provide their employees with a safe and healthy workplace and should, where necessary, take appropriate measures to improve the working environment and do their utmost and take precautions to control and avoid hazards as far as possible. Working hours comply with the respective national legal requirements. Suppliers shall grant their employees (including temporary workers and employees) the right to freedom of association and collective bargaining in accordance with applicable laws and regulations.

### 1.5. Fair wages and working hours

RAITEC suppliers shall ensure that their employees are paid fairly and appropriately, at least in accordance with the legally applicable minimum. If there are no statutory or collectively agreed regulations, remuneration shall be based on the customary local industry pay and benefits. Overtime must be remunerated in accordance with the applicable laws and agreements.

## 2. Environment and climate protection



RAITEC expects suppliers to comply with the following principles in particular:

### 2.1. Compliance with legal requirements

Suppliers assume responsibility with regard to environmental protection issues and comply with all legal requirements relating to the environment and sustainability.

### 2.2. Increase energy and resource efficiency

### 2.3. Suppliers use natural resources sparingly and minimise the environmental impact of their production processes and products. They make a contribution to reducing energy consumption and CO2 emissions.

### 2.4. Compliance with international environmental standards

Suppliers should adhere to internationally recognised environmental management systems such as ISO 14001 or similar standards.

## 3. Transparent business relationship



Openness and transparency are the key to credibility and

trust in business. RAITEC expects suppliers to comply with the following principles in particular:

## 3.1. Prohibition of corruption

Suppliers do not tolerate corruption, bribery, extortion or other unfair practices. They shall ensure that their employees, subcontractors or representatives do not offer, grant or accept bribes or kickbacks, unauthorised donations or other unauthorised payments or benefits to or from customers, public officials or other third parties.

## 3.2. Conflicts of interest

Suppliers must disclose and avoid potential conflicts of interest that could exist between their own business interests and those of RAITEC.

## 3.3. Gifts, hospitality and invitations

Suppliers shall not offer RAITEC employees or third parties any direct or indirect inappropriate advantages in the form of gifts, hospitality or invitations to exert undue influence. Nor do suppliers accept such inappropriate benefits.

## 3.4. Consultants and intermediaries

Suppliers shall only use consultants or intermediaries in accordance with applicable laws. In particular, they shall ensure that the remuneration paid to consultants or agents is only paid for consultancy and agency services actually rendered. The remuneration must be commensurate with the service provided.

## 4. Fair market behaviour

RAITEC is a responsible, fair market participant and honours its contractual obligations. RAITEC also expects this from suppliers, in particular compliance with the following principles:

### 4.1. Free competition

### 4.2. Suppliers shall comply with the applicable antitrust laws. In particular, they shall not enter into any anti-competitive agreements with competitors, suppliers or customers and shall not abuse any dominant market position that may exist.

### 4.3. Import/export control

Suppliers shall ensure compliance with all applicable laws governing the import and export of goods, services and information.

### 4.4. Money laundering

Suppliers shall only maintain business relationships with

business partners of whose integrity they are convinced. They ensure that the applicable legal provisions against money laundering and the prevention of terrorist financing are not violated.

## 4.5. Business information

Suppliers shall publish business data and report on their business activities truthfully and in accordance with the applicable laws.

## 5. Protection of data, business interests and company assets

Confidential data, business secrets and company assets must be protected. RAITEC expects suppliers to comply with the following principles in particular:

### 5.1. Data protection

Suppliers shall comply with all applicable laws for the protection of personal data of employees, customers, suppliers and other affected parties.

### 5.2. Protection of know-how, patents, trade and business secrets

Suppliers shall protect the know-how, patents, trade and business secrets of RAITEC and third parties. They shall not disclose such information to third parties without the prior express written consent of RAITEC or in any other unauthorised manner.

### 5.3. Safety and awareness in the supply chain

Suppliers shall ensure that the operating sites and transshipment locations where the goods intended for RAITEC are produced, stored, processed, loaded and transported are protected against unauthorised access by third parties as part of a secure supply chain and that the personnel employed are reliable.

Suppliers shall do their utmost to observe the standards required by this Code of Conduct in their supply chain.

## 6. Legal consequences of violations of the Code of Conduct of RAITEC

If a supplier does not adhere to the basic principles laid down in this Code of Conduct, RAITEC is entitled to terminate the business relationship with this supplier at any time by extraordinary cancellation in writing.

Suppliers are solely responsible for all costs incurred in complying with the Code of Conduct. Suppliers should proactively report to RAITEC (i.e. the supplier's direct

contracting party) any conflicts of interest and any deviation from the Code of Conduct.

It is recommended that suppliers appoint and designate a responsible person to implement and comply with the provisions of this Code of Conduct (e.g. to ensure that their employees understand and comply with these standards, review processes are targeted and efficient).

RAITEC may verify compliance with the Code of Conduct by the suppliers or subcontractors and the information provided by the suppliers (e.g. self-assessments, audits, if necessary with the assistance of third parties).

If suppliers or subcontractors violate the Code of Conduct, RAITEC may initiate a dialogue and is entitled to recommend measures for improvements that will bring suppliers and/or subcontractors back into full compliance with the Supplier Code of Conduct.

## 7. Training and communication



RAITEC suppliers are obliged to regularly inform their employees about the requirements of this Code and to provide training in the areas of ethical behaviour, human rights, occupational safety and environmental protection. Suppliers must also ensure that their own suppliers and subcontractors understand and comply with these standards.

## 8. Changes and updates



RAITEC reserves the right to amend this Supplier Code of Conduct at any time in order to respond to changes in the legal framework, technological developments or internal company guidelines. Suppliers are obliged to accept and implement the latest version of this code.