

# Supplier Sustainability Policy



## Table of Contents

<b>1</b>	<b>Purpose</b>	<b>3</b>
<b>2</b>	<b>Scope</b>	<b>3</b>
<b>3</b>	<b>Environment</b>	<b>3</b>
<b>3.1</b>	<b>Energy consumption and greenhouse gas emissions</b>	<b>3</b>
<b>3.2</b>	<b>Natural resources and waste management</b>	<b>3</b>
<b>3.3</b>	<b>Water consumption</b>	<b>3</b>
<b>3.4</b>	<b>Air &amp; water quality</b>	<b>3</b>
<b>3.5</b>	<b>Responsible chemical management</b>	<b>3</b>
<b>4</b>	<b>Health &amp; Safety</b>	<b>4</b>
<b>5</b>	<b>Human Rights and Working Conditions</b>	<b>4</b>
<b>5.1</b>	<b>Child labour and young workers</b>	<b>4</b>
<b>5.2</b>	<b>Wages, benefits and working hours</b>	<b>4</b>
<b>5.3</b>	<b>Forced or compulsory labour and human trafficking</b>	<b>4</b>
<b>5.4</b>	<b>Freedom of association and collective bargaining</b>	<b>4</b>
<b>5.5</b>	<b>Non-discrimination</b>	<b>4</b>
<b>6</b>	<b>Final Provisions</b>	<b>5</b>

## Annexes

Annex 1: Leadec Group

## Version History

Version table			
Version	Date	Changes	Responsible
0	01.10.2019	Creation	M. Boelke
1	01.05.2021	Corporate Design	M. Boelke

## 1 Purpose

Leadec is committed to the principles of sustainability and recognise this is key to our long-term success. Our approach to sustainability includes committing to responsible sourcing and promoting sustainability in our value chain.

The following policy is the minimum requirement that our suppliers must maintain, Leadec expects our suppliers to share and implement these standards with their own suppliers and subcontractors.

## 2 Scope

This policy applies to all companies in the Leadec Group worldwide (see Annex 1) and all suppliers that delivers good and/or services to any entity of the Leadec Group, including their parent, subsidiaries, employees and agents.

## 3 Environment

Suppliers shall adopt environmental practices that seek to minimise adverse impacts on the environment and that promote conservation of energy, raw materials and resources. Suppliers shall ensure compliance with all applicable environmental laws and regulations.

### 3.1 Energy consumption and greenhouse gas emissions

Suppliers shall take action to reduce their energy consumption and minimise the impact of their activities on climate change by reducing greenhouse gas emissions from all activities along the entire supply chain.

### 3.2 Natural resources and waste management

Suppliers shall operate processes for waste management and waste reduction with prevention, reduction, reuse and recycling of waste identified as priorities throughout the lifecycle of their products. Suppliers shall support the sourcing and efficient use of sustainable and renewable materials.

### 3.3 Water consumption

Suppliers shall seek to reduce and optimise water consumption in their operations and throughout the lifecycle of their products.

### 3.4 Air & water quality

Suppliers shall control the release of any wastewater or air emissions into the environment, managing, controlling or treating any potential adverse impacts.

### 3.5 Responsible chemical management

Suppliers shall comply with applicable laws regarding the handling, movement, storage, use, recycling, reuse and disposal of chemicals or hazardous substances. If applicable, suppliers shall comply with the Directive concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH).

## **4 Health & Safety**

Suppliers shall provide a safe, healthy and well managed work environment and seek to prevent incidents and injuries ensuring all appropriate personal protective equipment is provided.

Suppliers shall comply with all applicable local occupational health and safety legislation.

## **5 Human Rights and Working Conditions**

Suppliers shall commit to uphold the human rights of their workers and treat them with dignity and respect.

Suppliers shall support the protection of internationally proclaimed human rights and ensure they are not complicit in human rights abuses.

### **5.1 Child labour and young workers**

Suppliers shall not use illegal child labor. The employment of young workers below the age of 18 shall only occur when young workers are above a country's legal age for employment.

### **5.2 Wages, benefits and working hours**

Suppliers shall pay workers according to applicable wage laws, including minimum wages, overtime hours and benefits. Working hours for employees shall not exceed the maximum set by national law.

### **5.3 Forced or compulsory labour and human trafficking**

Suppliers shall not use forced, involuntary or slave labour. Suppliers including their recruitment agencies shall not tolerate excessive recruitment fees, confiscation of identity documents, withholding wages, debt bondage, harassment or violence.

### **5.4 Freedom of association and collective bargaining**

Suppliers shall not obstruct employee representation and commit to dialogue with employees and workers representatives in accordance with local laws.

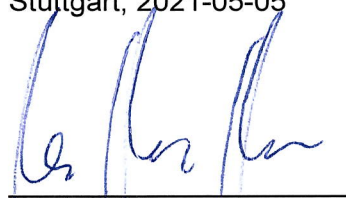
### **5.5 Non-discrimination**

Suppliers shall provide equal employment opportunities to all employees and applicants without discrimination.

## 6 Final Provisions

This policy is effective as of 2021-05-10 and supersedes any previous Supplier Sustainability Policies of the Leadec Group. This policy is published on the Leadec Group's intranet. We expressly reserve the right to make future changes.

Stuttgart, 2021-05-05



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CEO Leadec Group



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Christian Geissler  
CFO Leadec Group



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Markus Hucko  
COO Leadec Group

## Annex 1 Supplier Sustainability Policy

### Leadec Group

For the purpose of this directive, “Leadec Group” shall be comprised of Leadec Holding BV & Co. KG (VIBC) and all companies directly or indirectly held by VIBC.

The legal form of the company is not relevant.