

Supplier Code of Conduct of the Eckert & Ziegler Group

Preamble

All companies¹ of the Eckert & Ziegler Group (“Eckert & Ziegler”) conduct their business responsibly and in accordance with the legal and regulatory requirements of the countries in which the companies operate. The Management Board of the Group is fully committed to the legal and company-specific regulations on responsible and lawful conduct and to renouncing any business violating the principles below and expects the same from its suppliers.

Principles of responsible and lawful conduct

This Supplier Code of Conduct (“the Code”) is developed to clearly outline Eckert & Ziegler’s expectations of its suppliers regarding sustainability and business ethics. Eckert & Ziegler requires its Suppliers to comply with all conditions set out in this Code when carrying out its business activities. If a Supplier of Eckert & Ziegler behaves contrary to the principles of this Code, a termination of the business relationship, the assertion of claims for compensation and official investigations may be the consequences. The following principles show rules of particular practical relevance.

1. Fair and respectful working conditions

Suppliers shall at any time respect internationally proclaimed human rights in all their business activities. At any time Suppliers shall respect the principles set out in the European Convention on Human Rights and shall refrain from infringing those principles either directly or indirectly. Suppliers shall at any time avoid engaging in any sort of child labor, forced labor and human trafficking in their business operations. All workers shall have the right to enter into and to terminate their employment freely.

The supplier is expected to ensure that none of its employees is treated in an unprofessional, disrespectful or discriminatory manner. In particular, Eckert & Ziegler does not tolerate any undue disadvantage based on race, ethnic origin, gender or sexual identity, religion or belief, disability or age. Discrimination and harassment of any kind will not be tolerated.

Eckert & Ziegler’s Suppliers shall provide a safe and healthy working environment. Appropriate action should be taken by Suppliers to prevent and to manage workplace accidents and illnesses. This as well includes a healthy balance between work and free time.

2. Principle of sustainability

Eckert & Ziegler is aware of its responsibility of protecting the environment as well as for the health and safety of people. Therefore, it is important to us that our Suppliers also operate in an environmentally friendly manner. As a contribution to sustainable development, resources are used efficiently.

Caring for the environment is an important objective of Eckert & Ziegler and should be the same for our Suppliers. With its actions, processes and goods, Suppliers should accept their responsibility to people, the environment and the future.

3. Integrity in business dealings

Eckert & Ziegler expects from its Suppliers to conduct their business activities in an ethically correct, trustworthy manner and with integrity. Corruption, bribery and other illegal conduct damages the integrity and reputation of Eckert & Ziegler. Any form of corruption or bribery is

¹https://www.ezag.com/home/about_us/locations/

expressly prohibited. All Suppliers must follow this principle. Violations inevitably result in termination of business relation and prosecution.

Unfair practices such as price fixing with competitors, market sharing, boycotts and bogus offers with competitors are strictly prohibited and will not be tolerated in any form. Furthermore, Eckert & Ziegler disapproves of any form of unfair trade to gain illicit benefits. Eckert & Ziegler expects the same from its suppliers.

Any action in the service of Eckert & Ziegler must be purely factual and based on objective criteria so that genuine and unbiased decision-making processes are guaranteed. Supplier shall avoid conflicts of interest that may compromise credibility or other exterior parties' confidence in Eckert & Ziegler. Likewise, whenever a situation of potential conflicts of interest arises, Supplier must inform Eckert & Ziegler.

4. Legal Compliance

Suppliers are expected to comply with all relevant local, national and international laws where they carry out business activities. Suppliers shall inform Eckert & Ziegler in case of contradiction between the Code and applicable regulations and laws.

Export control laws are always to be observed and followed. Suppliers shall ensure that materials and goods are not exported in contradiction with regulations, including but not limited to applicable laws.

5. Protecting and respecting the intellectual property rights of third parties

The success of our company is essentially based on special know-how worth protecting. The specific knowledge of our employees as well as the plans and strategies of the company are among the most important assets of Eckert & Ziegler. Suppliers must respect Eckert & Ziegler's knowledge and protect Eckert & Ziegler's information by safeguarding it against theft, fraud misuse and improper disclosure.

Likewise, the property rights of third parties must be respected. Suppliers are expected deliberately refrains from gaining economic benefits through the infringement of third-party intellectual property.

6. Cooperation with authorities

Suppliers should maintain a cooperative relationship with all relevant authorities. Information should be provided in a complete, open, accurate, timely and comprehensible manner. Representatives of supervisory authorities are always to be treated politely, honestly and respectfully.

If you or your employees believe that, the principals of the Code are not adhered to or you believe that Eckert & Ziegler is not acting accordingly with its own Code of Conduct, then we demand and encourage you to raise your concerns directly at the following address: compliance@ezag.de

Or to an external law firm appointed by Eckert & Ziegler:

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