



## CODE OF CONDUCT FOR SUPPLIERS

### FUNDAMENTALS

As a responsible company, Sommer GmbH expects its suppliers and business partners to act in a legally compliant, ethical and sustainable manner. This Code of Conduct for Suppliers sets out the basic requirements that Sommer GmbH places on its suppliers with regard to the environment, labour and human rights, health and safety, and business ethics.

We consider compliance with the applicable laws and other legal regulations to be a minimum requirement. In addition, we expect our suppliers to observe the principles described in this Code of Conduct and to implement them appropriately in their business processes.

#### 1. SCOPE

This Code of Conduct applies to all suppliers, service providers and other business partners of Sommer GmbH, as well as to their employees, insofar as they provide services or deliveries for Sommer GmbH.

#### 2. LABOUR AND HUMAN RIGHTS

Suppliers undertake to respect and promote fundamental human rights. In particular, child labour, forced or compulsory labour and any form of discrimination are prohibited. Employment relationships must be based on voluntary participation and comply with the applicable legal requirements.

Freedom of association and the right to collective bargaining must be respected. Fair working conditions, reasonable working hours and remuneration in accordance with legal requirements must be ensured.

#### 3. EQUAL OPPORTUNITIES AND RESPECTFUL TREATMENT

Suppliers must ensure a working environment characterised by respect, fairness and equal treatment. Discrimination or disadvantage based on gender, age, origin, religion, ideology, disability or sexual identity will not be tolerated. Harassment, violence or intimidation in the workplace are prohibited.



## 4. HEALTH AND SAFETY AT WORK

Suppliers are obliged to ensure a safe and healthy working environment for their employees. The relevant legal regulations on occupational health and safety must be observed. Risks to the safety and health of employees must be identified and minimised by appropriate measures.

## 5. ENVIRONMENTAL PROTECTION

Suppliers must comply with applicable environmental laws and regulations. They should use natural resources responsibly, use energy and water efficiently, and reduce waste and emissions as far as possible. The aim is to avoid or minimise the negative environmental impact of their own business activities.

## 6. BUSINESS ETHICS AND INTEGRITY

Corruption, bribery, fraud and other unfair business practices will not be tolerated. Suppliers may neither offer nor accept unauthorised advantages. Conflicts of interest must be avoided or disclosed.

Confidential information belonging to Sommer GmbH and personal data must be protected and processed exclusively in accordance with the applicable legal requirements.

## 7. REPORTING VIOLATIONS

Suppliers are encouraged to report actual or suspected violations of this Code of Conduct. Reports can be made via the known contact persons at Sommer GmbH or via the Sommer GmbH whistleblower system. Whistleblowers shall not be subject to any discrimination.

## 8. IMPLEMENTATION AND CONSEQUENCES

Sommer GmbH reserves the right to take compliance with this Code of Conduct into account within the framework of the existing business relationship. In the event of serious or repeated violations, appropriate measures may be taken, up to and including termination of the business relationship.



## 9. APPROVAL

This Code of Conduct has been approved by the management of Sommer GmbH.

Status: 08.01.2024

On behalf of the management

Steffen Theurer      Dirk Theurer