



SUPPLIER CODE OF CONDUCT of TUBEX
GmbH Rangendingen¹
based on the
Code of Conduct for suppliers of CAG HOLDING
GmbH in the version dated 01.07.2021

¹ Hereinafter referred to as "Code of Conduct"



1. Preamble

This Code of Conduct sets out our corporate social responsibility requirements and explains how we intend to ensure compliance. In return, we strive to be a fair and honest partner because we believe that relationships built on trust and integrity are more sustainable and better for everyone.

2. Scope

This Code of Conduct applies to our business partners from whom we purchase goods and services as well as companies to whom we provide goods and services. These can include, for example, customers, suppliers, consultants, agents, other providers of goods and services, etc.

3. Our principles and core values

Business ethics and corporate social responsibility are the basis of all our interactions, including with our suppliers, who are important pillars of our business success.

Our procurement requirements are very high and we expect that our suppliers, like us, not only want to be the best, but also work innovatively, efficiently and quality-oriented.

Specifically, we only select suppliers who share our commitment to good ethical practices and who meet our health & safety, human rights and environmental standards.

We expect our suppliers to pass these standards down the supply chain. We provide this Code of Conduct to our partners to strengthen our common understanding of sustainability in day-to-day business.

4. Requirements for our suppliers

We would like to request your support and commitment in the following areas:



4.1 Business ethics

✓ *Rejection of bribery and corruption*

Do not condone any form of corruption, extortion or embezzlement. Avoid conflicts of interest that can lead to corruption risks.

Do not accept or provide invitations unless it is reasonable, is not made with the expectation of improper consideration or other favour, and does not violate applicable law (including but not limited to anti-corruption laws).

The same applies to accepting or giving gifts, and granting of other benefits of any kind.

✓ *Competition and antitrust law*

Comply with all relevant competition law requirements. In particular, do not make any arrangements or agreements that influence prices, conditions, strategies or customer relationships, especially participation in tenders. The same applies to the exchange of competitively sensitive information and to other behaviour that illegally restricts or may restrict competition.

✓ *Handling of confidential information*

Protect confidential information, use it only for appropriate purposes, and ensure that the privacy and all intellectual property rights of employees and business partners are secure.

✓ *Protection of whistle blowers*

Provide employees with the opportunity to report concerns or possible illegal activity in the workplace.

We expect our suppliers to take appropriate action and not tolerate retaliation or harassment against any employee who raises a concern in good faith.

4.2 Employees and society

✓ *Human rights*

Respect and support the protection of human rights within your sphere of influence.



Ensure that your employees are treated fairly, well and humanely in their workplace and never condone sexual harassment, punishment, psychological or physical abuse.

Ensure that employee terminations are as fair as the law allows.

✓ *Child labour and forced labour*

Strictly oppose any form of modern slavery and comply with applicable laws banning child labour. Do not tolerate any form of forced labour.

✓ *Equal opportunity and equal treatment*

Support the principles of diversity, equality, fairness, inclusion and respect when recruiting and selecting employees.

✓ *Freedom of assembly*

Respect the freedom of assembly and effective recognition of the right to collective bargaining by employees in accordance with local labour laws.

✓ *Fair treatment of your employees*

Ensure that working hours and benefits are fair and competitive and that all applicable national wage laws are complied with.

4.3 Health, safety, environment and quality

✓ *Quality*

Ensure that all agreed quality requirements are met or exceeded to consistently meet our needs.

Products should perform as described and be safe for their intended use, with good security processes in place to ensure the integrity of each shipment.

✓ *Safety:*

Together with your employees, ensure a safe working environment and safety-related qualifications, as well as the safety of your products and services.



✓ *Occupational and health protection:*

Avoid dangers to people through consistent, preventive occupational safety, and support the health of your employees through appropriate working conditions.

Treat employee safety as a core requirement of your business operations.

✓ *Environmental protection:*

Comply with the environmental standards that apply to you and commit to the principles of sustainable management and environmental protection as a corporate value.

✓ *Sustainability*

Take a proactive approach to environmental challenges:

- Optimisation of energy
- Resource efficiency
- Waste management and recycling.

4.4 Governance and compliance

✓ *Compliance with laws and regulations*

Comply with all relevant laws, including:

- avoiding the use of conflict raw materials
- all relevant anti-bribery and anti-corruption laws
- US and EU trade sanctions
- regulations and requirements of the EU General Data Protection Regulation
- all relevant anti-money laundering laws.

Comply with the concepts, principles and recommendations of the OECD Guidelines for Multinational Enterprises.



5. Ensuring compliance with the Code of Conduct and dealing with violations

✓ *Ensuring observance of and compliance with this Code*

Implement mechanisms to identify, determine and manage risks to you of non-compliance with the requirements of this “Supplier Code of Conduct” with respect to applicable legal requirements.

Train your employees so they know and understand this Supplier Code of Conduct.

✓ *Dealing with violations*

We attach great importance to partnership-based cooperation between us and our business partners. In the event of minor violations of this Code of Conduct, the business partner is generally given the opportunity to implement suitable remedial measures within a reasonable period of time if they are fundamentally willing to remedy and improve.

However, in the event of serious violations (in particular the commission of criminal offences), we reserve the right to impose appropriate sanctions on the respective business partner. This can also lead to the immediate termination of the business relationship and to the assertion of claims for damages and other rights.



Confirmation of the Supplier Code of Conduct

I confirm that I have received a copy of the Supplier Code of Conduct on the date indicated below and I understand that this form will be retained in my supplier file.

I confirm that I have had the opportunity to read the Code, I accept the terms of the Code, and I understand that I am responsible for compliance with the Code.

I acknowledge that any statement, written or oral, that contradicts the Code is invalid and improper.

Name of supplier:

Name of signatory:

Date:

Signature on behalf of the supplier: