



Code of Conduct for Suppliers of the MS-Schramberg consortium

MS-Schramberg GmbH, including all affiliated companies (hereinafter referred to as MS-Schramberg) as one of the world's leading manufacturer of permanent magnets and assemblies with permanent magnets, we are committed to complying with all applicable laws and regulations, to upholding human rights and labour standards and to protecting the environment – in our own operations as well as in relation to our business partners. MS-Schramberg also supports the principles of the United Nations Global Compact. We expect our suppliers to share this commitment. This Supplier Code of Conduct defines the basic requirements to meet our standards.

Human rights and labour standards

- Working time: Comply with the applicable law and sector-specific labour regulations concerning working time, including overtime laws.
- Wages and benefits: Provide wages and benefits as prescribed by the respective national laws, including minimum wage legislation, and in line with existing practice in the industry and local labour markets.
- Non-discrimination and fairness: Apply the principles of equal opportunity and fair treatment. Non-tolerance of any form of discrimination or verbal or physical harassment of employees.
- Freedom of association and collective bargaining: Recognise, as far as legally permitted, the right of free association and collective bargaining of employees.
- No forced labour: non-tolerance of any form of forced labour, including forced prison labour, indentured labour, bonded labour, slave labour or any form of human trafficking.
- No child labour: Comply with minimum working age requirements prescribed by national laws and international agreements.

Legal compliance and integrity

Comply with all applicable laws and regulations, in particular:

- Prohibition of corruption and bribery: Do not engage in or tolerate any form of corruption or bribery, in particular any payment, “kickback” or other form of benefit conferred for the purpose of influencing decision making;
- Competition and antitrust: Conduct business in compliance with all applicable competition/antitrust laws and regulations;
- Conflict of interest: Avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest in business dealings with MS-Schramberg or third parties;
- Confidentiality: Keep MS-Schramberg’s business, financial and technical data as well as business correspondence confidential; do not misappropriate MS-Schramberg’s or other companies tangible or intel

Responsible raw material procurement

- The procurement of natural resources can have a significant impact on the environment and local communities. MS-Schramberg is committed to responsible raw material sourcing to ensure that the natural raw materials used in our products are produced in a manner that meets or exceeds applicable laws and regulations and generally supports the contribution of companies to achieving sustainable development.



Health and safety

- Comply with all applicable laws and regulations on occupational health and working safety.
- Commit to continuous improvements of occupational health and safety.
- Use or set up a reasonable occupational health and safety management system.

Environmental protection

- Comply with all applicable laws and regulations and international standards relating to the protection and preservation of the environment.
- Commit to continuous improvements of environmental protection.
- Use or set up a reasonable environmental management system.

Supply chain

In order to comply with the principles of this Code of Conduct, appropriate measures must be taken with your own suppliers and subcontractors.

Supplier's declaration

We have received the "Code of Conduct for Suppliers of the MS-Schramberg consortium" in version 1.0 and hereby undertake to comply with the principles and requirements of this Code of Conduct in addition to our obligations from the supply contracts with MS-Schramberg.

Place/Date

Signature

Company stamp

Name (in print), Function

This document must be signed by a duly authorised representative of the company and returned to MS-Schramberg within 10 working days of receipt. Please return to: l.huebner@ms-schramberg.de.

Date of dispatch: