



# Code of Conduct for the suppliers to the QUNDIS Group



## Code of Conduct for the suppliers to the QUNDIS Group

The QUNDIS Group (termed „QUNDIS“ below) is a modern and global company. The success of the QUNDIS business is based on quality, innovation and performance which prevails in fair competition. QUNDIS pledges to the fundamental values of integrity, transparency and responsibility in the course of trade and thus wishes to ensure all applicable national and international legislation is observed. The reputation of QUNDIS, customer trust and thus the existence of the company depend decisively on the observation of these fundamental values and compliance with the applicable laws. With this in mind, QUNDIS expects its suppliers to behave in the same way. The basic principles contained in this Code of Conduct are minimum standards which must be fulfilled by all QUNDIS suppliers. QUNDIS retains the right to modify the requirements in this Code of Conduct from time to time. In this case, QUNDIS expects its suppliers to accept these changes.

### 1. Compliance with laws

The supplier abides by the valid laws of the respectively applicable legal systems.

### 2. Product integrity

The supplier fulfils maximum quality requirements on the products delivered. He ensures the relevant legal requirements are met, particularly those pursuant to product safety, product liability and warranty.

### 3. Prevention of corruption

The supplier guarantees that he will not attempt to influence or manipulate competitors at home or abroad by bribery payments. The supplier rejects corruption and bribery of both officials and business partners and will not tolerate any kind of corruption. The supplier will not offer, promise or grant any illegal monetary payments, gifts, invitations or other gratuities which can influence decision-making nor tolerate any such gratuities to influence the decision-making of officials or business partners.

### 4. Respect for the fundamental rights of employees

The supplier promotes equal opportunities and equal treatment of his employees. No employees are harassed, discriminated against or penalised unjustly on the basis of their race, nationality, parentage, gender, religion or ideology, political conviction, age, disability or sexual orientation. The supplier does not tolerate any such harassment, discrimination or unjustified penalisation.

The supplier respects the personal dignity, privacy and personal rights of every individual.

The supplier does not employ anyone against their will or force anyone to work against their will.

The supplier observes the minimum standards set out by the core labour standards of the ILO, particularly with regard to freedom of association, ban on forced labour, adequate payment, protection against discrimination, observation of the minimum working age and the ban on child labour.

### 5. Employee health and safety

The employer is responsible for the health and safety of his employees. The supplier fulfils health and safety standards and ensures a safe and healthy working environment in order to maintain his employees' health and prevent accidents, injuries and work-related illnesses.

### 6. Environmental protection

The supplier observes the legal requirements and international standards related to environmental protection. The supplier aims to minimise environmental pollution and continually improve environmental protection.

### 7. Supply chain

The supplier requires his own suppliers to observe this Code of Conduct to the best of their ability and will not tolerate any violation of the basic principles this Code of Conduct contains.

Furthermore, the supplier will adhere to the legalities of the Supply Chain Act and provide appropriate evidence necessary to comply with the Act.

### 8. Compliance with this Code of Conduct

In the event of a violation of the basic principles contained in this Code of Conduct, QUNDIS has the right to terminate the contract with the supplier on important grounds and to terminate business relations with the supplier.

Place and date:

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Suppliers' signature:

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