

Römheld & Moelle

Code of Conduct for Suppliers and Business Partners

Content

1. Introduction.....	2
2. General interaction with business partners and suppliers.....	2
Antitrust law.....	2
Anti-corruption - benefits in the form of hospitality, invitations and gifts.....	2
Export control and anti-money laundering.....	2
Avoidance of conflicts of interest.....	2
Data protection and proper business information and protection of know-how, patents, trade and business secrets.....	2
3. Human and workers' rights	3
Child labour.....	3
Forced labour.....	3
Discrimination	3
Remuneration and working hours	3
Freedom of association.....	3
Whistleblowing and protection against retaliation	3
4. Health and safety.....	4
5. Sustainability.....	4
Climate impacts.....	4
6. Environmental protection	5
Environmental management system	5
Environmental legislation, resources, waste, chemicals.....	5
7. Consequences of breaches of this Code of Conduct.....	5

1. Introduction

Römheld & Moelle Eisengießerei GmbH ("Römheld & Moelle") is an internationally active company with a long tradition. For this reason, Römheld & Moelle assumes social responsibility towards suppliers, business partners, employees and the public. This social responsibility includes the fact that Römheld & Moelle always adheres to applicable laws and in all places (compliance) and also acts in a sustainable manner.

Accordingly, Römheld & Moelle expects its suppliers, service providers and business partners as well as commissioned third parties (e.g. subcontractors) to act responsibly and to commit to the basic principles set out in this Code of Conduct. These are aligned with general agreements and guidelines such as the Declaration of Human Rights or the United Nations Global Compact.

2. General interaction with business partners and suppliers

Antitrust law

Römheld & Moelle expects its suppliers and business partners to comply with applicable antitrust regulations. This concerns in particular the observance of the prohibition of anti-competitive agreements or concerted practices with competitors as well as the prohibition of abuse of a possible dominant position.

Anti-corruption - benefits in the form of hospitality, invitations and gifts

Römheld & Moelle is expressly committed to fighting corruption and expects its suppliers and business partners and their subcontractors not to tolerate corruption. Benefits in the form of hospitality, invitations and gifts must always be customary and appropriate for the business and must be made in a fully transparent manner. They must not involve the risk of undue influence.

Export control and anti-money laundering

Römheld & Moelle's suppliers and business partners observe compliance with all applicable laws for the import and export of goods, services and information. They maintain business relations only with business partners of whose integrity they are convinced and observe the respective applicable laws against money laundering.

Avoidance of conflicts of interest

Römheld & Moelle expects its suppliers and business partners to base their decisions exclusively on factual criteria and not to be influenced by personal interests and relationships.

Data protection and proper business information and protection of know-how, patents, trade and business secrets

We expect Römheld & Moelle's suppliers and business partners to comply with all applicable data protection regulations.

Römheld & Moelle

You respect the know-how, patents, trade and business secrets of Römheld & Moelle and third parties. You will not disclose such information to third parties without the prior express written consent of Römheld & Moelle or in any other unauthorised manner.

Römheld & Moelle's suppliers and business partners publish business data and report on their business activities truthfully and in accordance with the respective applicable laws.

3. Human and workers' rights

We expect our suppliers and business partners to respect human rights and to treat their employees fairly and with respect. This includes the following areas in particular:

Child labour

Römheld & Moelle strictly rejects child labour in the supply chain and expects its suppliers and business partners not to tolerate child labour in their business.

Forced labour

Römheld & Moelle rejects any form of forced labour and other forms of slavery and human trafficking in our company and among our suppliers and business partners.

Discrimination

Römheld & Moelle expects its suppliers and business partners to refrain from any kind of discrimination, which means that no employee is treated unfavourably on the basis of gender, race, skin colour, religion, age, national origin, disability or sexual orientation. Equal treatment of all employees should be a key part of the company's philosophy.

Remuneration and working hours

Römheld & Moelle expects its suppliers and business partners to comply with the applicable legal regulations regarding working hours and remuneration. Remuneration should be fair and allow employees to enjoy a decent standard of living.

Freedom of association

Römheld & Moelle expects its suppliers to respect the right of their employees to freely assemble, form and join trade unions and form employee representatives, in compliance with applicable laws. Employees who participate in employee representation must not be disadvantaged.

Whistleblowing and protection against retaliation

Römheld & Moelle expects its suppliers to have an internal mechanism for reporting and dealing with violations of the Code of Conduct. All reports may be made anonymously and will be treated confidentially. Furthermore, no retaliation shall be taken against the person who raises and discloses a violation.

4. Health and safety

Healthy employees are the most valuable asset of any company.

Römheld & Moelle expects its suppliers and business partners to provide a safe and healthy working environment for their employees that meets or exceeds the legal standards for occupational safety and health in order to protect employees from chemical, biological or physical risks.

Furthermore, Römheld & Moelle expects our suppliers and business partners to take care of safe work processes and technical protective measures to avoid accidents and occupational diseases. This also includes the provision of suitable protective equipment.

5. Sustainability

Römheld & Moelle expects its suppliers to comply with ecological, ethical and social standards of sustainability in their daily business and to integrate the goal of sustainable economic growth into their corporate policies.

Römheld & Moelle therefore recommends appointing at least one person responsible for the topic of sustainability, who defines goals, develops and implements measures. The management should be provided with information to be able to take sustainable aspects into account when making decisions. In addition, the sustainability activities should be communicated internally and externally - as comprehensibly as possible, justified, easy to understand and easily accessible. The publication of a sustainability report according to recognised standards is recommended.

Furthermore, Römheld & Moelle expects its suppliers to recognise their corporate social responsibility, to identify requirements in this regard and to ensure compliance with them. In particular, the three pillars of sustainability (social, economic and ecological) are to be addressed by fulfilling corporate social responsibility.

We also expect our suppliers to commit to the United Nations (UN) 2030 Agenda and its goals for achieving a sustainable global society and to integrate them into their sustainability management.

Climate impacts

Furthermore, Römheld & Moelle expects its suppliers to minimise their climate impact by emitting greenhouse gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆) through technical, strategic and organisational means in order to protect the environment and the lives of future generations. In addition, transparency should be created with regard to the greenhouse gases emitted.

6. Environmental protection

Environmental management system

Römheld & Moelle maintains an efficient environmental management system at its production sites, which is constantly being improved. The minimum requirements here are compliance with the environmental protection laws that apply at our company.

Environmental legislation, resources, waste, chemicals

We expect our suppliers and business partners to also comply with all applicable environmental laws and regulations in order to keep the impact on the environment as low as possible. To this end, suppliers and business partners manage natural resources sparingly and conscientiously to reduce or avoid waste in all phases of production. Appropriate concepts for the responsible handling of chemicals must also be taken into account.

Furthermore, we are continuously working together to reduce the impact of energy and water consumption on people and the environment through the use of the best possible technology and thus to improve air and water quality. We advocate the use of renewable energies.

7. Consequences of breaches of this Code of Conduct

As part of our supplier management, Römheld & Moelle expects all suppliers and business partners to acknowledge this Code of Conduct and to confirm with their signature that they will take the above principles into account in practice.

If suppliers or business partners of Römheld & Moelle do not comply with the basic principles laid down in this Code of Conduct, Römheld & Moelle will terminate the business relationship.

Place, date

Signature/stamp supplier