



SUNFIRE GMBH

Supplier Code of Conduct

21 April 2023

1 REQUIREMENTS

- Compliance with local and UN Global Compact principles (www.unglobalcompact.org) as well as standards of the International Labour Organization (www.ilo.org).
- Support and respect of human rights.
- No human rights abuse.

1.1 No Forced and Compulsory Labour

- All work must be voluntary, and all workers must be free to leave upon reasonable notice.
- Employees should not be forced to deposit money, passports, education certificates or similar documentation as a condition for employment.

1.2 No Child Labour

- No person below the age of 15 may be employed.
- The minimum age for hazardous work is 18 years.

1.3 No Discrimination

- Equal opportunities regardless of race, religion, gender, age, nationality, disability, personal relationship, union membership and/or political opinion.
- Employees' health and safety is always a priority.
- Safe and healthy working environment.
- Preventive work and training to avoid injuries and illness caused by unsafe working conditions.

1.4 Freedom of Association and the Right to Collective Bargaining

- Suppliers will be committed to an open and constructive dialogue with their workers' representatives.
- In accordance with local laws, suppliers will respect the rights of their employees to associate freely, join labour unions, seek representation, join work councils, and engage in collective bargaining.
- Suppliers will not disadvantage employees who act as workers' representatives.

1.5 Anti-Corruption and Bribery

- All forms of corruption, including extortion and bribery, are prohibited.
- Renounce from giving or accepting improper facilitation payments.

1.6 Fair Competition

- Our suppliers must compete fairly and comply with applicable competition and anti-trust laws.
- Our suppliers are expected not to enter into agreements or practices that have a restrictive effect on competition, such as price-fixing, market allocation or abuse of dominant position.
- Suppliers must not collude with competitors to fix prices, rig bids, allocate customers or markets, or exchange current, recent, or future commercially sensitive information.

1.7 Health & safety

- Our suppliers must apply all applicable safety rules and regulations and have a process in place to report and manage safety incidents.
- Establish a reasonable occupational health & safety management system.
- Preventive work and training to avoid injuries and illness caused by unsafe working conditions.

1.8 Prevent environmental hazards and pollution

- Suppliers shall implement adequate management systems or equivalent to identify, manage, communicate, and reduce the risk of environmental hazards from their operations, including impacts like pollution, from air emissions, effluent discharge, waste disposal and use of hazardous substances.
- To act in accordance with the applicable statutory and international standards regarding environmental protection.
- To minimize environmental pollution and make continuous improvements in environmental protection.
- Address Climate change & reduce greenhouse gas (GHG) emissions.
- We encourage our suppliers to quantify their greenhouse gas emissions and adopt ambitious emission reduction targets to limit global warming to 1.5 degree Celsius in line with Paris Agreement.
- We encourage our suppliers to take steps to address their own operations and their supply chains towards net zero emissions, while challenging their own supply chain to develop a similar approach.
- The emission reduction approach should go beyond energy efficiency measures and encourage innovation by revising the raw material composition/technology use and extending the measures to their own supply chain.

1.9 Modern slavery

- The supplier must not engage in modern slavery related activities, such as using force, threats, or deception to get a person to work; destroying or otherwise denying access to an employee's identity or immigration documents; charging employees recruitment fees; and failing to provide an employment contract.

1.10 Risk Management

- Suppliers are expected to implement mechanisms to identify, determine and manage risks in all areas addressed by this Supplier Code of Conduct and with respect to all applicable legal requirements.

1.11 Conflicts of Interest

- To avoid all conflicts of interest that may adversely influence business relationships.
- Sunfire expects the supplier to avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest in its dealings with Sunfire.
- Sunfire expects the supplier to report to Sunfire any situations of actual or potential conflicts of interest between the personal interests of those involved in the dealings and the interests of Sunfire.

2 COMPLIANCE AND WHISTLEBLOWING/FOLLOW-UP

Suppliers will use its best efforts to be familiar with the business practices of its suppliers, subcontractors and other business partners and to require all such suppliers, subcontractors and business partners to comply with this Supplier Code of Conduct or the values laid down herein. As a supplier to Sunfire, we require you to take immediate contact if you have questions about how to implement this Supplier Code of Conduct.

In case of significant breaches by the Supplier of this Supplier Code of Conduct Sunfire reserves the right to terminate the business relationship with the Business Partner subject to applicable laws.

The Supplier and its respective employees as well as stakeholders and rights-holders in general are encouraged to report violations of this Supplier Code of Conduct to the Sunfire Integrity Line. Contact details are available on the Sunfire website (<https://sunfire.integrityline.com/setup>).

Suppliers can be asked to provide information as required by Sunfire regarding the standards in the Supplier's Code. Based on this information, the supplier will be evaluated. Sunfire encourages the suppliers to evaluate their sub-suppliers.

We have approved and will follow the above.

Date

Name

Title

Company

Signature