
This Code of Conduct defines TRIPS' requirements and principles for its suppliers of goods and services regarding their responsibility for people and the environment. TRIPS reserves the right to modify the requirements of this Code of Conduct in the event of reasonable changes to the TRIPS Compliance Programme. In this case, TRIPS expects its suppliers to accept these reasonable changes.

The supplier hereby declares:

- **Comply with the laws**
 - to comply with the laws of the applicable jurisdiction(s).
 - Financial Responsibility
 - Disclosure of information as required by law
 - Compliance with export regulations, export controls and economic sanctions

- **Prohibition of bribery, extortion and corruption**
 - Not tolerating or engaging in any form of bribery, extortion or corruption, including any unlawful offers of payment or similar inducements to government officials to influence decision-making.

- **Prohibition of child labour, forced or compulsory labour and human trafficking**
 - not to employ workers who are not at least 15 years old. In countries that fall under the exception for developing countries in ILO Convention 138, the minimum age may be reduced to 14 years.

- **Respect for the fundamental rights of employees**
 - not to employ or force anyone to work against their will;
 - not to tolerate unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment, torture or discrimination;
 - not to tolerate behaviour (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative;
 - ensure adequate wages and benefits and guarantee the national minimum wage set by law;
 - to promote equal opportunities and equal treatment of its employees regardless of their skin colour, race, nationality, social background, any disability, sexual orientation, political or religious convictions, gender or age;
 - Prohibition of discrimination and harassment, commitment to women's rights
 - Promotion of diversity, equality and inclusion
 - Respecting the personal dignity, privacy and personal rights of each individual;
 - Preserving identity and protecting against retaliation
 - to comply with the maximum working hours and working conditions stipulated by law in the respective country
 - to the extent permitted by law, to recognise the freedom of association of employees and to neither favour nor discriminate against members of employee organisations or trade unions and to recognise collective bargaining.

- **Employee health and safety**
 - To minimise risks and ensure the best possible precautionary measures against accidents and occupational illnesses;
 - to take responsibility for the health and safety of its employees;
 - Provide training and ensure that all employees are knowledgeable about health and safety;
 - Comply with nationally applicable occupational health and safety obligations to ensure the safety of employees' lives and health
 - to establish or apply an occupational safety management system in accordance with ISO45001 or an equivalent system.

- **Environmental protection/sustainability requirements**
 - to observe environmental protection with regard to legal norms and international standards;
 - minimise environmental pollution and continuously improve environmental protection;
 - Reduce energy consumption,
 - Reduction of greenhouse gas emissions,
 - Improve water quality,
 - reduce water consumption,
 - improving air quality,
 - Efficient use of energy, water and raw materials,
 - Use of renewable resources and minimisation of damage to the environment
 - Waste management: avoiding waste, reusing resources, recycling and ensuring environmentally sound disposal
 - Prohibition of unlawful deprivation of land, forests and water when acquiring, building on or otherwise utilising them
 - Establishing or applying an environmental management system in accordance with ISO 14001 or an equivalent system
 - Use supply chains that are free from deforestation and conversion in accordance with applicable law and international biodiversity regulations

- **Due diligence to promote responsible supply chains for minerals from conflict-affected and high-risk areas**
 - Information on the smelters or refineries used by the supplier or sub-supplier for minerals such as tin, tantalum, tungsten, gold and cobalt must be provided to TRIPS GmbH upon request. In addition, the use of smelters and refineries that do not meet the requirements of the OECD Due Diligence Guidance for the Supply Chain of Mineral Resources from Conflict-Affected and High-Risk Areas must be avoided.
 - Our suppliers are required to fulfil their due diligence obligations along the supply chain for raw materials. This includes the implementation of measures to ensure that the minerals used by the supplier - in particular tantalum, tin, tungsten, gold and cobalt - do not contribute to the direct or indirect promotion or support of armed conflicts and serious human rights violations, such as child and forced labour or slavery.
 - The due diligence requirements are an extension of the above-mentioned sustainability requirements, which are an integral part of the implementation of due diligence.
 - Responsible chemicals management

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- **General topics**
 - Rights of minorities and indigenous peoples must be taken into account
 - Land, forest and water rights must be taken into account and forced eviction prevented
 - Use of private or public security forces only in compliance with applicable laws and respect for human rights
 - Our suppliers are committed to ethical recruitment practices that exclude forced labour, child labour and any form of exploitation and respect the rights and dignity of all employees.

 - **Supply chain**
 - to promote compliance with the contents of the Code of Conduct among its suppliers to the best of its ability;
 - fair competition and compliance with antitrust law
 - Avoidance of conflicts of interest
 - No plagiarism and protection of intellectual property
 - to comply with the principles of non-discrimination when selecting suppliers and when dealing with suppliers.
 - Compliance with data protection regulations
 - to comply with existing substance bans resulting from legal standards. In particular, the supplier is obliged to comply with the restrictions arising from national and international laws and the RoHs and REACH regulations, which he expressly guarantees by sending the delivery.

 - **Inspection**
 - TRIPS is authorised, after prior notification, to carry out a sustainability audit at the supplier's premises or have one carried out. The supplier is obliged to co-operate fully. The costs of the audit shall be borne by the supplier.

Declaration by the supplier

We hereby confirm:

1. We have received the "Code of Conduct for TRIPS Suppliers" (hereinafter "Code of Conduct") and hereby undertake to comply with the principles and requirements of this Code of Conduct in addition to our obligations under the supply contracts with TRIPS.
2. We will respond to TRIPS' request for a written self-disclosure in the form required by TRIPS within a reasonable period of time.
3. We will do our best to communicate the contents of the Code of Conduct to our suppliers and to persuade them to comply with the principles and requirements of the Code of Conduct.
4. We agree that TRIPS may conduct announced inspections (audits) to verify compliance with the Code of Conduct at our facilities.
5. We agree that this declaration is governed by the substantive law under which the supply contracts between TRIPS and us are concluded. In the event that no such agreement exists, this declaration shall be governed by the substantive law of the Federal Republic of Germany to the exclusion of standards referring to other legal systems.

Place, Date

Signature

Name (in block letters), function in the company

Company stamp

This document must be signed by a duly authorised representative of the company and returned to TRIPS within 15 working days of receipt.