
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 in the TRIPS Compliance Programme. In this case, TRIPS expects your suppliers to accept these reasonable changes.

The supplier hereby declares:

- **Compliance with the law**
 - Comply with the laws of the applicable jurisdiction(s)
 - Financial responsibility
 - Disclose information as required by law
 - Comply with export regulations, export controls and economic sanctions

- **Prohibition of bribery, extortion and corruption**
 - Not tolerate or engage in any form of bribery, extortion or corruption, including any unlawful offers of payment or similar gratuities to government officials to influence decision-making

- **Prohibition of child labour, forced or compulsory labour and human trafficking**
 - Not to employ workers who do not have a minimum age of 15 years. In countries that fall under the developing country exception of 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 tolerate unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment, torture or discrimination; Not tolerate behaviour (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative;
 - Provide adequate wages and benefits and ensure the national minimum wage established by law;
 - Promote equal opportunities and equal treatment of its employees regardless of their colour, race, nationality, social origin, any disability, sexual orientation, political or religious beliefs, gender or age;
 - Prohibit discrimination and harassment
 - Respect the personal dignity, privacy and personal rights of each individual;
 - Preservation of identity and protection against retaliation
 - To respect the maximum working hours and working conditions set by law in the respective state
 - To the extent permitted by law, recognise workers' freedom of association and neither favour nor discriminate against members in workers' organisations or trade unions and recognise collective bargaining

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- **Health and safety of employees**
 - To contain risks and ensure the best possible precautionary measures against accidents and occupational diseases;
 - To take responsibility for health and safety towards its employees;
 - Provide training and ensure that all employees are knowledgeable in occupational safety;
 - To comply with nationally applicable occupational health and safety obligations to ensure the safety of life and health of employees.
 - Establish or apply an occupational safety management system in accordance with ISO45001 or an equivalent system

 - **Environmental protection**
 - To observe environmental protection with regard to legal norms and international standards;
 - Minimise environmental impact and continuously improve environmental protection;
 - Reduce energy consumption,
 - Reduce greenhouse gas emissions,
 - Improve water quality,
 - Reduce water consumption,
 - Improve air quality.
 - Environmental or waste management
 - Prohibition of unlawful deprivation of land, forests and waters in the acquisition, construction or other use

 - **Due diligence to promote responsible supply chains for minerals from conflict and high-risk areas**
 - Information on 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 Guidance on Due Diligence in the Supply Chain of Mineral Commodities from Conflict and High-Risk Areas must be avoided.
 - Our suppliers are encouraged to fulfil their due diligence obligations along the supply chain for raw materials. This includes implementing 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 conflict and serious human rights abuses, such as child and forced labour or slavery.
 - Due diligence requirements are an extension of the above sustainability requirements, which are integral parts of due diligence implementation.
 - Responsible chemical management

- **Supply chain**

- To promote compliance with the contents of the Code of Conduct among its suppliers to the best possible extent;
- Fair competition and compliance with antitrust law
- Avoidance of conflicts of interest
- No plagiarism and protection of intellectual property rights
- To comply with the principles of non-discrimination in the selection of suppliers and in dealings with suppliers
- Compliance with data protection regulations
- To comply with existing substance prohibitions 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

- **Control**

- TRIPS is entitled, after prior notification, to carry out a sustainability audit at the supplier's premises or to have it carried out. The supplier is obliged to fully cooperate. The costs for the audit shall be borne by the supplier

Declaration of 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 time. 3) We will use our best efforts to comply with this Code of Conduct.
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 in our factories.
5. We agree that this declaration shall be 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 the standards that refer 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.