

Directive

Sustainability of the supply chain (SSC)

Status: 02/03/2025



1. Preamble

POLLRICH GmbH is committed to its responsibility for sustainable development and expects its suppliers (hereinafter referred to as “suppliers”) to share these principles and implement them in their business activities.

This guideline for ensuring the sustainability of the supply chain (hereinafter referred to as “SSC”) applies to all suppliers of POLLRICH GmbH. Any guidelines of the Contractor that conflict with or deviate from the SSC shall not be recognized unless POLLRICH GmbH has expressly agreed to them in writing. In such a case and in the event of a separate agreement, the SSC shall apply additionally and subordinately. In particular, payments and the acceptance of deliveries and/or services by POLLRICH GmbH shall not constitute any implied consent on the part of POLLRICH GmbH to deviating guidelines of the contractor. These SSC shall also apply to all future transactions with the contractor, insofar as they are legal transactions of a related nature.

POLLRICH GmbH expressly promotes the sustainability of the entire supply chain and expects its contractors to act in the same way. The following SSC serve as the basis for all existing and future business relationships with POLLRICH GmbH. The Contractor must ensure that all its employees, temporary workers and suppliers comply with the requirements of this SSC.

Compliance with the SSC is monitored and evaluated by POLLRICH GmbH employees. POLLRICH GmbH may request the Contractor to submit a self-assessment on the subject of sustainability in accordance with the points described below.

Should the Contractor fail to comply with the SSC, POLLRICH GmbH reserves the right to terminate the existing contract with the Contractor without notice. Termination shall be without prejudice to any other contractual or statutory rights, including orders already placed and future orders.

2. Compliance with applicable case law

The Contractor shall comply with all applicable national and international laws, regulations and accepted practices.

This includes, in particular, all applicable export control jurisdictions and trade sanctions laws and regulations, including but not limited to those issued by UN, EU or US authorities.

The Contractor confirms that it does not participate in or support any form of corruption, bribery or money laundering. This includes, but is not limited to, bribes or illegal gratuities that would favor advantageous decisions or services.

3. Compliance in the cooperation with employees of POLLRICH GmbH

In the context of cooperation with POLLRICH GmbH employees, excessive gifts, hospitality or invitations on the part of the contractor must be avoided. If such benefits are offered by the

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contractor, these are permissible within the framework of national laws or customs of normal business operations and must be moderate and appropriate.

Any gifts in the form of cash or cash equivalents (e.g. gift vouchers, annual lottery tickets, etc.) are expressly prohibited.

POLLRICH GmbH employees are entitled to request information from the contractor in the event of suspected violations of these SSC. The Contractor must provide the information in response to requests and actively report any deficiencies that may occur in the information provided. If the Contractor discovers a suspected case, it is obliged to investigate it. POLLRICH GmbH must be notified immediately if a significant breach is identified.

4. Human and labor rights

All applicable national laws and regulations regarding human and labor rights must be complied with by the Contractor and any changes thereto must be acknowledged.

The Contractor must respect the protection of human rights and recognize and comply with the principles of the UN Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. This includes in particular the abolition of child and forced labor, freedom of association, the effective recognition of the right to collective bargaining, as well as equal opportunities and equal treatment of all people.

The Contractor undertakes to pay at least the minimum wage stipulated by law in the Contractor's country and to pay the legally prescribed minimum wages for regular working hours, overtime and overtime compensation.

The Contractor must ensure that the following conditions do not prevail at any time:

- Employment of persons under the minimum age of 15 years or after the statutory compulsory schooling age in the Contractor's country. Whichever age is higher.
- Employment of persons over the minimum age, but under 18 years of age, should this affect education, health, safety or morals.
- Forced labor in any form.
- Withholding government-issued identification documents, passports or work permits or requiring other unreasonable deposits or fees (e.g., recruitment or hiring fees) as a condition of employment.
- Discrimination in hiring, compensation, training, promotion, termination or retirement based on race, age, gender, social class, national origin, religion, disability, sexual orientation or similar grounds.

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- To carry out or support punishment in the form of physical, sexual, psychological or verbal violence or abuse.
- Accommodation on site in inhumane conditions. The contractor must ensure that the contractors have appropriate and humane accommodation on site.

The Contractor must also ensure these points with its suppliers and subcontractors.

5. Safety in the workplace

All applicable national laws and regulations on safety in the workplace must be complied with by the Contractor and any changes thereto must be recognized. This applies in particular:

- Ensure a safe, healthy and well-managed working environment and an appropriate working atmosphere.
- Preventive protection against accidents, injuries and long-term damage to health.
- Provide sufficient resources and skills for sustainable safety in the workplace.
- Assessment of work-related hazards in the workplace and appropriate controls and continuous monitoring and improvement of these systems.
- Provide at least annual safety training to employees in the context of their jobs to reduce hazards.
- Provide personnel with appropriate occupational health services, including statutory insurance cover, and any necessary training required by applicable law.

All safety and/or health incidents shall be reported and investigated in accordance with national regulations.

6. Environmental protection

The Contractor undertakes to comply with all national laws and regulations on environmental management and to recognize any changes thereto.

In addition to the current standards, the Contractor shall endeavor to work as resource-efficiently as possible. Within the scope of its activities, the Contractor shall have all possible environmental permits required for its operations. The requirements for compliance with and reporting on these permits must be complied with.

The Contractor shall endeavor to provide sufficient resources and expertise within the scope of its possibilities in order to prevent environmental pollution and serious incidents. This includes, among other things, an environmental management system in which environmental aspects are evaluated and monitored at regular intervals. This includes in particular

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- Informing and training employees about environmental aspects at their workplace.
- Identify substances that are declared as hazardous to the environment and/or health and store and use them accordingly. Safety data sheets and instructions must be kept up to date.
- Sort waste appropriately and - if possible - reuse or recycle it.
- Dispose of waste in accordance with regulations.
- Evaluate whether hazardous substances can be replaced by less hazardous or more environmentally friendly substances.
- Draw up an emergency plan in the event of an environmental accident.

The Contractor is required to minimize the environmental impact of its operations. In particular, the reduction of the consumption of energy, raw materials and water, as well as waste and emissions to air, water and soil. The contractor is obliged to monitor and report on greenhouse gas emissions from its business activities and value chain and to make efforts to reduce them. Data in this regard will be made available on request.

7. Products and services

The Contractor shall be responsible for the unrestricted product safety of the delivery item. If the scope of the requirements is not described in POLLRICH GmbH's order, the technically valid standards and regulations shall apply. The Contractor shall maintain a proactive approach to product safety by, among other things, ensuring that the products delivered to POLLRICH GmbH meet the prescribed product safety requirements and identifying, assessing and managing all risks associated with the use of the products.

The Contractor is required to continuously reduce the proportion of hazardous substances in its products to a minimum. Furthermore, the following restrictions on the materials used must be observed:

- RoHS Directive
- REACH Regulation
- China MIIT Regulation No. 32
- EU Conflict Mineral Regulation (3TG)
- Comparable regulations in other countries, if applicable

Upon request by POLLRICH GmbH, the contractor must provide information on the above-mentioned substances.

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8. General requirements

- The Contractor shall appoint a person within the company who is responsible for compliance with and further development of the principles set out in this policy.
- The Contractor shall establish a corrective action process in the event of human rights, health and safety or environmental violations.
- Any violations or breaches of this policy shall be reported to POLLRICH GmbH. The supplier and all employees and stakeholders may report their concerns to POLLRICH GmbH.
- POLLRICH GmbH reserves the right to conduct an audit of the supplier's activities in connection with this policy in the presence of the supplier.

Should provisions of these SSC or other agreements be invalid or incomplete, this shall not affect the validity of the remaining provisions. The invalid or incomplete provision shall be replaced by the law.