

Sustainability principles for suppliers

At Flügger, we are committed to contributing to a sustainable future and set high standards for the way we conduct our business. We wish to partner with our suppliers to strengthen responsible practices and ethical business behavior and promote sustainable development throughout our supply chain.

This supplier code sets forth basic principles for supplier conduct when working with Flügger. It is intended to complement Flügger's Code of Conduct, which is applicable to all Flügger partners and all employees of the Flügger group. For more information, visit www.flugger.com/en/corporate/code-of-conduct/. The supplier code is supplemental to any contract between Flügger and business partner. To the extent that more specific or stringent terms are agreed in a contract, the contract terms shall prevail.

As a supplier to Flügger, you are an important part of our business. We expect you to fully comply with applicable laws and adhere to the principles described below. You are responsible for ensuring that your employees and representatives understand and comply with these principles. We also expect you to use your best efforts to implement these or similar principles into your own supply chain.

ETHICS AND LEGAL REQUIREMENTS

Good business ethics and legal compliance is a matter of course at Flügger. Thus, we expect from our suppliers that:

- You comply with all applicable laws and regulations regarding fair competition and antitrust.
- You do not engage in any form of bribery with your partners, authorities, agents, customers, or any other parties. Furthermore, you do not offer any incentive to any Flügger employee or Flügger employee's family to obtain or retain Flügger business.
- You avoid any conflict of interest when interacting with Flügger employees. Flügger business relationships must be impartial, and all business decisions must be based on the company's interests without regard for personal circumstances or advantages.
- You protect Flügger's confidential information and act to prevent its misuse, theft, fraud, or improper disclosure.
- You enable employees and other stakeholders to report concerns or potentially unlawful activities in the workplace and will treat these reports in a confidential manner. You will investigate such reports and take corrective action if needed.

HUMAN RIGHTS AND LABOUR RIGHTS

At Flügger, we respect and support the internationally proclaimed human rights. Differences enrich us and we work for everyone's equal rights and opportunities within our business. Thus, we expect from our suppliers that:

- You do not tolerate child labor at your workplaces or at the workplaces of your suppliers. Unless stricter national laws apply, the minimum age for employees is 15 years for full-time work or 13 years for light work.
- You do not permit any actions which limit the free movement of employees. You will not use forced or involuntary labor of any type and will not tolerate the trafficking or involuntary servitude of any worker.
- You treat all employees with respect and safeguard their individual right to freedom of speech.
- You do not discriminate on grounds of age, ethnic, social, or national affiliation, race, gender, sexual orientation, religion, political convictions, disability or for any other reason.
- You ensure that physical, psychological, sexual, or verbal harassment of any employee will not be tolerated under any circumstances.
- You ensure that working conditions comply with national laws, regulations, industry standards and collective bargaining agreements.
- You comply with minimum wages and maximum working hours in accordance with local laws. You ensure compensation of a living wage according to local living conditions and remunerate employees in a timely manner. You also observe regulations regarding sick leave and maternity leave entitlements.
- You provide all employees with their terms of employment in writing and inform about the terms and conditions of their employment in a language they understand.
- You respect employees' right to join, form or not join a labor union without fear of reprisal, intimidation, or harassment. Where your employees are represented by a legally recognized union, you are committed to establishing a constructive dialog with their representatives.

ENVIRONMENT, HEALTH AND SAFETY (EHS)

At the core of the Flügger DNA lies environmental sustainability as well as ensuring the safety and well-being of employees. Thus, we expect from our suppliers that:

- You comply with all applicable environmental, health and safety regulations.
- You use energy, water, and natural resources efficiently, and continuously work to reduce waste and emissions to air, water, and soil.
- You promote the responsible management of your products and processes through their entire life cycle and for their intended end use, to customers, contractors, and commercial partners.
- For suppliers providing services on Flügger premises, you comply with our internal and external EHS requirements for the site.
- You provide a safe and healthy workplace for your employees and proactively manage health and safety risks to prevent occupational injuries and illness.
- You make the necessary safety conditions available, including relevant training and information, and ensure that managers, team leaders and health and safety representatives have the skills needed to undertake their health and safety responsibilities.
- You conduct operations in ways that prevent harm to public health and the environment.

By accepting these principles, you commit to assess actual and potential adverse impacts of your business activities and act upon them with the aim of preventing or limiting the impact.

We expect you to maintain management systems and controls to promote and facilitate compliance with applicable laws and these principles. You are also expected to gather and assess reliable information about your suppliers' behavior and keep the necessary documentary evidence concerning such behavior.

We ask of you to work with us openly and transparently to assess compliance with these sustainability principles and we reserve the right to perform on-site audits or assessments. In case of violation or failure to provide sufficient documentation for compliance with the principles, we will require you to develop and implement an improvement plan, including a timeframe for the improvement process. We reserve the right to discontinue any relationship for non-adherence to international standards, failure to correct violations, or displaying patterns of non-compliance with these principles. Such step does not preclude legal action against the supplier.

Should you have any concerns or become aware of unethical or illegal behavior, you must report this using the Flügger whistleblower scheme, in accordance with the Flügger whistleblower policy, available at <https://www.flugger.com/en/whistleblower-scheme/privacy-policy-whistleblower-scheme/>.

Situations may arise which are not regulated by the specific guidelines in these sustainability principles. In such situations, you must act in the spirit of the principles. In case of doubt, you can also contact your Flügger contact for advice.

For more info on the Flügger's sustainability efforts, please refer to: <https://www.flugger.com/en/investor/csr-report/>

Accepted by supplier: _____

NAME & TITEL, COMPANY

DATE