

Supplier Code of Conduct

The Pureon Group is committed to complying with all applicable laws and to implementing high ethical standards in its core corporate values. They represent our aspiration to fulfil the values and principles listed therein. In particular, the Pureon Group is guided by the Universal Declaration of Human Rights, the principles of the United Nations Global Compact and the core-conventions of the International Labor Organization (ILO). This commitment is intended to demonstrate the outside world that the Pureon Group acts responsibly towards its business partners, customers and employees.

As Pureon Group, we expect our suppliers to share and recognize these principles. This Supplier Code of Conduct describes the minimum requirements to meet our standards and sets preconditions to receive orders from the Pureon Group.

1. Bribery and corruption

We do not tolerate any corruption and bribery, no matter what the form. Our staff are forbidden from accepting or granting favors of any kind (cash, trips, gifts, etc.) that are associated with improper advantages (contract awarding, project acceptance, etc.).

2. Acceptance of gifts and donations

2.1 Gifts to our staff

Our staff neither demand nor accept from customers or suppliers any personal benefits that impact or could impact their own work for the company. If gifts are offered by third parties, these may be accepted only if this is typical general practice and can be considered politeness or a courtesy (e.g. advertising gifts bearing the logo of the awarding company, such as calendars or ballpoint pens). The line manager or management must be notified about gifts whose value exceeds that of a joint meal. Where this is not possible, such gifts must be rejected on principle.

2.2 Gifts from our staff

Gifts from us must likewise only be offered within a typical framework for a business relationship and in a materially appropriate scope. The recipient must not be able to associate these with any obligation that would influence his or her business decisions.

3 Environmental protection

Protecting the environment and the climate is extremely important to us. Our suppliers are urged to make sparing use of all natural resources employed within our business (e.g. energy and water) and shall act responsibly during the manufacture process. To protect our employees, we comply with all applicable law and rules concerning occupational and workplace health and safety practices.

4 Compliance with applicable law

We oblige our managers to familiarize themselves with the laws, regulations, and rules that are relevant to their area of responsibility, and to abide by these. The business practices of our business partners and their suppliers must likewise be in accordance with the applicable legislation, especially as regards imports, export bans and applicable sanctions, domestic trade in goods, technology, and services, as well as restrictions on payment methods and the movement of capital without exception. We also emphasize the strict adherence to applicable data privacy laws and protections.

5 Fair competition

We feel obliged to compete fairly, in particular we comply with the applicable antitrust law which is designed to safeguard and maintain free and genuine competition in the interests of all market participants. We do not agree prices, conditions, or strategies with competitors, suppliers, other companies, or traders in a way that prevents fair competition. We do not engage in any anticompetitive boycotts.

6 Use of internal products

We set store by ensuring that manufactured products, utilized working materials, and the intellectual property of the company are handled carefully and responsibly.

7 Protection against child and forced labor

We strictly reject child and forced labor without exception.

8 Discrimination ban

All forms of discrimination, harassment, or unfair behavior are forbidden on principle, no matter on which of the following they are based:

- Nationality
- Ethnicity
- Age
- Sex
- Sexual orientation
- Marital status
- Pregnancy
- Disability
- Religion
- Ideology

Recruitment and promotion are undertaken free of discrimination at all times.

9 Conflict Minerals

Applicable legal requirements concerning conflict minerals including tin, tantalum, tungsten, their ores, and gold from conflict areas are to be complied with. Supplier will use verifiable efforts to avoid the use of raw materials (including but not limited to diamonds) or that directly or indirectly finance armed groups that violate human rights.

10 Supply Chain

We expect verifiable efforts to ensure compliance with these minimum standards throughout the Supplier's own supply chain (including a record of traceability, notice of change, including changes in subcontractors, etc.).

We invite our vendors to communicate with their Pureon contacts directly and additionally offer an anonymous channel by email whistleblower@pureon.com.
