

Code of Conduct for Suppliers of the Körber Group

Status as of 01 April 2021

The Körber Group is committed to complying with all applicable laws and implementing high ethical standards in its fundamentals and corporate values. In doing so, the Körber Group is guided in particular by the Universal Declaration of Human Rights, the International Labour Organization (ILO) Core-Convention and the principles of the United Nations Global Compact. We expect our suppliers to share and recognize these principles. This Code of Conduct describes the minimum requirements to meet our standards and sets preconditions to receive orders from the Körber Group.

Human Rights, Ethical Conduct and Compliance with Applicable Law

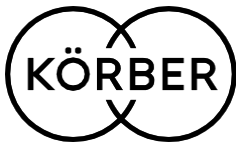
- Respect and protection of human rights - promote their observance within their own sphere of influence and ensure that human rights violations are not supported by their own business activities
- Compliance with high ethical standards and all applicable laws
- Actions are always fair, respectful and trustworthy
- No discrimination, harassment or other unfair behavior based on sex, age, race, color, ethnic or national origin, religion, belief, sexual identity or orientation, marital status, disability or any other characteristic protected by law.
- Prohibition of all forms of child and/or forced labor, and of working conditions and methods of treatment that violate laws or international agreements.
- Recognition of the right to freedom of association and collective bargaining
- Working times shall not exceed ILO core working time standard.

Environmental Protection

- Comply with all local and national applicable environmental, health and safety regulations.
- Protect the lives and health of employees and neighbors as well as the public from hazards that may emanate from manufacturing processes and products.
- Environmental protection has a high priority; resources and pollutants are to be handled responsibly and efficiently.
- Environmentally friendly technologies are to be developed and disseminated.
- Reduce waste volumes as well as emissions to air, water and soil.

Conflict Minerals

- Applicable legal requirements concerning “conflict minerals” including tin, tantalum, tungsten, their ores, and gold from conflict areas are to be complied with
- Verifiable efforts will be made to avoid the use of raw materials that directly or indirectly finance armed groups that violate human rights



Protecting Company Assets

- The assets of the Körber Group, including intellectual property, are to be respected and protected against loss and misuse
- Business secrets and other sensitive information of the Körber Group are to be kept strictly confidential

Conduct in Competition and Strict Rejection of Corruption

- Antitrust law is intended to secure and maintain free and genuine competition in the interest of all market participants.
- Strict rejection of corruption, including extortion and bribery, for all business activities anywhere in the world

Avoidance of Conflicts of Interest

- Avoidance of activities that could lead to a conflict of interest; business relationships between the Körber Group and related parties or companies in which related parties hold key positions or act as negotiating partners or in which related parties are significantly involved must be avoided

Combating Money Laundering

- Cooperation only with reputable business partners who do not use illegal funds

Compliance with Export Control and Sanctions Regulations

- Applicable export bans and restrictions and applicable sanctions, including restrictions on payment methods, are to be observed without exception.

Supply Chain

- Verifiable efforts to ensure compliance with these minimum standards throughout the Supplier's own supply chain

This Code of Conduct is part of all orders issued by the Körber Group. Every supplier of the Körber Group must comply with these minimum standards. All suppliers will be selected in accordance with internal guidelines on sustainable procurement and are expected to continuously support the attainment of the foregoing principles throughout the business relationship. Any failure to abide by this Code of Conduct will be addressed by the Körber Group and will have appropriate consequences.

All questions and doubts involving this Supplier Code of Conduct are to be discussed in confidence. The Supplier is encouraged to notify its contact persons or the Körber Group Compliance Officers in the event of possible violations. A registration form is also available for this purpose: www.koerber.com/en/compliance-and-code-of-conduct/reporting-of-compliance-violations.

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