



SUPPLIER CODE OF CONDUCT

1. Introduction

The AGROLAB GROUP places the highest value on the integrity of its companies, managers and employees. As a European market player in the TIC industry, AGROLAB GROUP also recognises its responsibility for the integrity of its supply chains and business partners. This Supplier Code of Conduct summarises the central integrity standards of AGROLAB GROUP. It has been developed to ensure that our suppliers and business partners adhere to the same high standards in terms of human rights, environmental protection and ethics as we do ourselves. The Group's suppliers and business partners are expected to use their best endeavours to comply with this Code.

2. Human rights and working conditions

AGROLAB GROUP regards fundamental human and labour rights as fundamental pillars of modern economies and societies. The Group accepts the 30 articles of the United Nations Universal Declaration of Human Rights¹ and the ILO Declaration on Fundamental Principles and Rights at Work².

AGROLAB GROUP is committed to respecting human rights and ensuring that our suppliers and business partners do the same. We expect our suppliers and business partners to comply with the following measures:

- refrain from any form of forced or child labour
- condemnation of any discrimination based on race, gender, nationality, ethnic origin, religion or be-



- lief, sexual orientation, political opinion, etc.
- provision of workplaces free from harassment and any kind of mistreatment
- ensuring fair working conditions, in particular fair pay, reasonable working hours, the right to time off and freedom of association.
- providing safe and healthy workplaces for all employees worldwide.

3. Environmental protection & sustainability

AGROLAB GROUP firmly believes that environmental and climate protection is the responsibility of every individual and every organisation. The Group expects its business partners to take their responsibility for protecting the environment seriously and to pursue sustainable goals by:

- comply with all applicable environmental regulations and laws at local, national and international level
- use resources and energy efficiently and not wastefully
- minimise waste or transfer it to a recycling process
- store and use chemicals responsibly and safely
- take measures to reduce greenhouse gas emissions, ensure the environmentally sound development, manufacture, transport, use and disposal of their products,
- have suitable environmental management systems or integrated sustainability guidelines in place,

in order to actively contribute to the preservation of intact ecosystems and to protect their employees, neighbours, business partners and the public from potential dangers resulting from their business processes.

4. Ethics and integrity

AGROLAB GROUP expects its suppliers and business partners to adhere to the rules of a fair and ethical business relationship. This includes above all :

- compliance with all applicable laws at local, national and international level
- no involvement in corruption, bribery or illegal payments worldwide
- compliance with all trade regulations, export controls and export sanctions worldwide
- safeguarding the protection of sensitive and personal data in accordance with country-specific data protection laws, as well as the protection of intellectual property (patents, designs, brands, etc.) and confidential information
- setting up control mechanisms to exclude the risk of money laundering and terrorist financing in its business
- making donations and sponsoring only on a voluntary basis without the intention of gaining unlawful business advantages as a result
- commitment to fair competition by complying with all antitrust and competition law regulations
- avoiding the integration of counterfeit products into the supply chain
- honesty and transparency in business relationships and the associated disclosure of potential or actual conflicts of interest in connection with business relationships with the AGROLAB GROUP
- establishment of an appropriate compliance management system to ensure compliance with international standards of business ethics and corporate governance.n.

5. Monitoring and implementation

With regard to supply chains, we expect our suppliers to identify risks within these and to take appropriate measures. In the event of suspected violations and to safeguard supply chains with increased risks, the supplier will inform AGROLAB GROUP promptly and, if necessary, regularly about the violations and risks



identified and the measures taken. AGROLAB GROUP will actively monitor and ensure compliance with this "Code of Conduct" in its supply chain. We check compliance with the standards and regulations listed in this document using a self-assessment questionnaire and, if necessary, risk-based audits at the supplier's production sites. The supplier agrees that the client may carry out such audits for specific reasons to verify compliance with the Code at the supplier's production sites during normal business hours after reasonable advance notice by persons authorised by the client. The Supplier may object to individual audit measures if these would violate mandatory data protection regulations.

AGROLAB GROUP reserves the right to restrict or terminate business relationships if violations of this Code are detected.

6. Communication and training

AGROLAB GROUP will inform its suppliers and business partners about this "Code of Conduct" and, as announced under 5, will send questionnaires to suppliers or request proof of certain certifications (e.g. ISO 14001 or ISO 50001) and, if necessary, offer training to ensure compliance.

7. Summary

This Code of Conduct reflects the AGROLAB GROUP's values and commitments to social responsibility and sustainable procurement. We expect our suppliers and business partners to share and implement these principles.

Management AGROLAB GROUP

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¹ <https://www.un.org/en/about-us/universal-declaration-of-human-rights#:~:text=The%20Universal%20Declaration%20of%20Human,the%20history%20of%20human%20rights>

² <https://www.ilo.org/declaration/thedeclaration/textdeclaration/lang--en/index.htm>