

## **Supplier Code of Conduct for Beinbauer Group**

### **1 Compliance with Laws and Regulations**

Suppliers must comply with all applicable laws, regulations, and standards in the countries in which they operate. This includes environmental regulations, labor laws, and product safety requirements.

### **2 Ethical Business Practices**

Suppliers are expected to conduct their business with the highest standards of integrity, honesty, and fairness. Bribery, corruption, and unethical practices are strictly prohibited.

### **3 Labor and Human Rights**

- **Forced Labor:** Suppliers must not use any form of forced or involuntary labor, including prison labor, indentured labor, or human trafficking.
- **Child Labor:** Suppliers must not employ workers who are below the legal working age in their respective countries.
- **Discrimination:** Suppliers must provide equal opportunities and fair treatment to all employees, regardless of race, color, religion, gender, sexual orientation, nationality, disability, or any other protected characteristic.
- **Freedom of Association:** Suppliers must respect the right of employees to freely associate and engage in collective bargaining.

### **4 Occupational Health and Safety**

Suppliers must provide a safe and healthy working environment for their employees. This includes identifying and mitigating workplace hazards, providing necessary safety training, and maintaining compliance with relevant safety regulations.

### **5 Environmental Responsibility**

- **Environmental Compliance:** Suppliers must adhere to all environmental laws and regulations and obtain necessary permits and licenses.
- **Pollution Prevention:** Suppliers should strive to minimize their environmental impact, including reducing emissions, conserving energy, and promoting waste reduction and recycling.

## **6 Quality and Product Safety**

Suppliers must deliver products and services that meet the agreed-upon specifications and safety standards. They should implement robust quality control measures and ensure the safety of their products throughout their lifecycle.

## **7 Supply Chain Responsibility**

Suppliers are encouraged to promote these standards within their own supply chains, seeking compliance from their subcontractors and suppliers.

## **8 Communication and Reporting**

Suppliers should maintain open and transparent communication with XYZ Automotive Company regarding any issues related to compliance with this Code of Conduct. They should promptly report any violations or concerns.

## **9 Continuous Improvement**

Suppliers are expected to continuously improve their processes, systems, and practices to meet evolving industry standards and best practices.

## **10 Confidentiality and Intellectual Property**

Suppliers must protect the confidentiality of all proprietary and sensitive information shared with them by Beinbauer Group. Measures implemented by the supplier to ensure proper data management and security consist of, but are not limited to:

- **Information security policy**

The supplier must have a written information security policy that defines the organization's security objectives and how they will be achieved.

- **Risk assessment**

The supplier must conduct a risk assessment to identify and assess the risks to its information assets.

- **Security controls**

The supplier must implement appropriate security controls to mitigate the risks identified in the risk assessment.

- **Incident management**

The supplier must have a process in place to manage security incidents.

- **Auditing**

The supplier must have a process in place to audit its information security controls.

- **Training**

The supplier must provide training to its employees on information security.

- **Monitoring**

The supplier must monitor its information security controls to ensure that they are effective.

- **Prevention of cyber attacks**

The supplier must take steps to prevent cyber attacks, such as implementing strong passwords and firewalls.

- **Protection of intellectual property**

The supplier must protect the intellectual property of the automotive company, such as by using encryption and access controls.

- **Compliance with data protection laws**

The supplier must comply with data protection laws, such as the General Data Protection Regulation (GDPR).

## **11 Auditing and Monitoring**

Beinbauer Group reserves the right to conduct audits and assessments to ensure compliance with this Supplier Code of Conduct. Suppliers are expected to cooperate with these audits and provide necessary information.

## **12 Non-Compliance**

Non-compliance with this Supplier Code of Conduct may result in actions ranging from corrective actions to termination of the business relationship, depending on the severity and recurrence of the violation.

By adhering to this Supplier Code of Conduct, we aim to foster a responsible and sustainable supply chain that aligns with Beinbauer Group's commitment to ethical business practices and corporate social responsibility.