Compliance

Lieferantenkodex der Beinbauer Group

Supplier Code of Conduct of Beinbauer Group

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We Manage Complexity – With over 100 years of experience, Beinbauer Group combines tradition with modern manufacturing technology. Our full-service solutions cover all aspects of the production, processing, coating, and logistics of cast and forged parts.

Our mission statement is based on the commitment to deliver outstanding products, services, and solutions to our customers while simultaneously fulfilling our social, environmental, ethical, and legal obligations. We set high standards for ourselves and expect the same from all our business partners.

The following Supplier Code of Conduct of Beinbauer Group outlines these expectations in detail and defines the core principles that represent our mission statement, as well as the minimum standards for every current or potential partner who wishes to conduct business with our companies.

We look forward to establishing and developing business relationships that align with these important commitments.

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1. Compliance with Laws and Regulations

- Suppliers must comply with all applicable laws, regulations, and standards in the countries where they operate and ensure that they adapt their internal processes to implement legal changes in a timely manner. Beinbauer Group reserves the right to require suppliers to comply with additional laws and regulations, particularly those of the European Union or German law.
- This includes, in particular, environmental regulations, labor laws, product safety requirements, and other relevant regulations.

2. Ethical Business Practices

- Suppliers should conduct their business with the highest 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 forced prison labor, bonded labor, or human trafficking.
- **Child Labor:** Suppliers must not employ workers below the legal minimum working age in their respective countries.

- **Non-Discrimination:** Suppliers must provide equal opportunities and fair treatment to all employees, regardless of race, color, religion, gender, sexual orientation, nationality, disability, or other protected characteristics.
- **Freedom of Association:** Suppliers must respect the right of employees to freely associate and engage in collective bargaining.
- **Land, Forest, and Water Rights & Forced Evictions:** Suppliers must respect the land, forest, and water rights of individuals and communities. Forced evictions must be avoided, and the land and resource rights of local communities must be honored.

4. Occupational Health and Safety

- Suppliers must provide a safe and healthy working environment for their employees, including identifying and mitigating workplace hazards, providing necessary safety training, and complying with relevant safety regulations.
- If private or public security forces are employed, suppliers must ensure their deployment adheres to international standards, including that force is only used in emergencies and with respect for human rights.

5. Environmental Responsibility

- **Environmental Compliance:** Suppliers must comply with 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.
- **CO2 Reduction:** Suppliers are required to implement measures to reduce their CO2 emissions and continuously seek improvements in reducing their carbon footprint. This can be achieved through increased energy efficiency, the use of renewable energy sources, and practices that lower greenhouse gas emissions. Beinbauer Group will require suppliers to monitor and communicate the carbon footprint of their products.
- **Use of Conflict-Free Minerals:** Suppliers must ensure that materials containing tin, tantalum, tungsten, or gold ("conflict minerals") and all other minerals defined under applicable conflict minerals regulations are responsibly sourced and do not finance armed conflicts. Suppliers must exercise due diligence to ensure transparency in their supply chain and provide proof of conflict-free sourcing when required.
- **Sustainable Procurement:** Suppliers are encouraged to procure materials and services in a manner that supports sustainability, including the preference for renewable resources, circular economy principles (e.g., waste reduction, material

reuse, and recycling), and minimizing the environmental and social impact of their procurement activities.

- **Resource Efficiency:** Suppliers should actively work to improve the efficiency of their resource consumption, particularly regarding energy, water, and raw materials.

6. Supply Chain Responsibility

- **Responsibility of Tier-1 Suppliers:** Suppliers must ensure that their direct suppliers and subcontractors adhere to the standards described in this Code of Conduct.
- **Sustainability in the Supply Chain:** Suppliers must ensure that their own suppliers and subcontractors follow similar principles regarding environmental responsibility, ethical labor practices, and resource efficiency.

7. Export Controls and Trade Sanctions

- Suppliers must comply with all applicable export control regulations and trade sanctions.
- Suppliers must ensure that their products and services are not supplied to persons, companies, or countries subject to trade restrictions under international trade regulations.

8. Intellectual Property

- Suppliers must respect the intellectual property rights of Beinbauer Group, its individual companies, and other parties. Unauthorized use, reproduction, or disclosure of intellectual property, including patents, trademarks, and copyrights, is prohibited.
- Suppliers must not engage in plagiarism or the unauthorized use of protected designs, innovations, or technologies.

9. Confidentiality and Information Security

- Suppliers must maintain the confidentiality of all proprietary and sensitive information provided by Beinbauer Group.
- **Information Security Policy:** The supplier must implement a written information security policy defining the organization's security objectives and describing how these will be achieved (e.g., through guidelines and manuals).
- **Risk Assessment:** The supplier must conduct a risk assessment to identify and evaluate risks to its information resources.
- **Security Controls:** The supplier must implement appropriate security controls to mitigate risks identified in the risk assessment.

- **Incident Management:** The supplier must have a process for handling security incidents.
- **Compliance with Data Protection Laws:** The supplier must comply with all relevant data protection laws, such as the General Data Protection Regulation (GDPR).

10. Financial Responsibility

- Suppliers must maintain accurate and transparent financial records in accordance with applicable laws and regulations.
- All financial transactions must be properly documented, and any form of fraudulent reporting is strictly prohibited.

11. Quality and Product Safety

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

12. Continuous Improvement

- Suppliers are expected to continuously improve their processes, systems, and practices to align with evolving industry standards and best practices.
- Suppliers should define and pursue specific sustainability goals, regularly measure their progress, and report on it. Beinbauer Group encourages its suppliers to integrate sustainability as a central component of their business strategies.

13. Communication and Reporting

- Suppliers should maintain open and transparent communication with Beinbauer Group regarding all matters of compliance with this Code of Conduct.

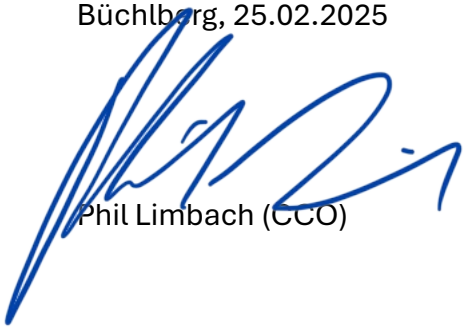
14. Audits and Monitoring

- Beinbauer Group reserves the right to conduct audits and assessments to verify compliance with this Supplier Code of Conduct.
- All suppliers must actively support and participate in these audits and provide all required information.

15. Non-Compliance

Failure to comply with this Supplier Code of Conduct may result in corrective actions up to and including the termination of the business relationship, depending on the severity and duration of the violation. Further legal or contractual rights of Beinbauer Group remain unaffected.

Büchlberg, 25.02.2025



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