



Suppliers and
Business Partners

Code of Conduct

RÜHL PUROMER GmbH

01 Introduction

As a subsidiary of the owner-managed RÜHL Group, RÜHL PUROMER GmbH (hereinafter also referred to as "RÜHL") maintains a trusting relationship with its business partners. In doing so, RÜHL is guided by aspects such as integrity, ethics, sustainability and legally compliant behaviour.

RÜHL expects the same behaviour from its business partners, be they customers or suppliers. This Code of Conduct for Suppliers sets out in concrete terms what RÜHL expects from its suppliers in this respect and what they undertake to do towards RÜHL.

For reasons of easier readability, no gender-specific differentiation of terms is used in this Code. Corresponding terms apply to all genders (m/f/d) in the interests of equal treatment.

02 Social principles

The supplier undertakes to fulfil its social responsibility towards employees and society. This applies in particular to the following aspects:

Ban on forced and child labour

Child labour, human trafficking and forced labour in any form are strictly prohibited. RÜHL is guided by the definition of child labour based on the standards of the International Labour Organization (ILO). If a local law prescribes a higher legal minimum age for workers or a longer compulsory schooling period, the higher age shall apply.

Prohibition of discrimination and unequal treatment

The supplier undertakes not to discriminate on the basis of age, gender, skin colour, ethnic or social origin, sexual identity, disability, religion or political opinion. The personal dignity, privacy and personal rights of each individual must be respected.

Health protection, safety in the workplace

The supplier is responsible for a safe and healthy working environment. The necessary precautionary measures against accidents and damage to health shall be taken by setting up and applying appropriate occupational safety systems. Suitable measures shall be taken to prevent excessive physical or mental fatigue. In addition, employees are regularly informed and trained on applicable health and safety standards and measures.

Working hours and remuneration

The supplier undertakes to comply with the applicable laws and regulations on the restriction of working hours and the granting of rest periods, breaks and holidays. Furthermore, it undertakes to remunerate its employees in accordance with the applicable laws and regulations and to guarantee them equal pay for work of equal value.

Exercise of labour rights, freedom of association

The supplier undertakes to comply with the applicable laws and regulations for the protection of employees and to guarantee that employees actively exercise their rights.

Preserving the natural foundations of life

The supplier may not, in violation of legitimate rights, withdraw land, forests or bodies of water or evict them if their use secures the livelihood of people. The supplier must refrain from harmful soil changes, water and air pollution, noise emissions and excessive water consumption if this harms people's health, significantly impairs the natural basis for food production or prevents people's access to safe drinking water or sanitary facilities.

Conflict minerals

The supplier undertakes to observe the applicable laws and regulations on conflict minerals. If products manufactured and/or delivered by the supplier contain tin, tantalum, tungsten or their ores or gold, RÜHL must be notified immediately and without being asked.

03 Ecological aspects

The supplier undertakes to comply with the applicable environmental laws, environmental regulations and environmental standards. Insofar as environmental laws, environmental regulations and environmental standards contain reporting or other obligations to co-operate on the part of suppliers, the supplier shall comply with these reporting or other obligations to co-operate on its own initiative, in full and within the prescribed deadlines.

Treatment and discharge of industrial wastewater

Wastewater from operational procedures, production processes and sanitary facilities must be standardised, monitored, checked and, if necessary, treated prior to discharge or disposal. In addition, measures should be introduced to reduce the generation of wastewater.

Dealing with air emissions

General emissions from operations (air and noise emissions) and greenhouse gas emissions must be standardised, routinely monitored, checked and, if necessary, treated before they are released. The supplier is also responsible for monitoring its emission control systems and is required to find cost-effective solutions to minimise any emissions.

Handling waste and hazardous substances

The supplier follows a systematic approach to identify, handle, reduce and responsibly dispose of or recycle solid waste. Compliance with local regulations and laws on handling waste must be ensured.

Reduce consumption of raw materials and natural resources

The use and consumption of resources during production and the generation of all types of waste, including water and energy, must be reduced. This is done either directly at the point of origin or through procedures and measures, e.g. by changing production and maintenance processes or procedures within the company, by using alternative materials, by economising, by recycling or by reusing materials.

Applicable laws and regulations regarding the prohibition and restriction of certain substances in production must be strictly adhered to, and labelling for recycling and disposal must be carried out.

Dealing with energy consumption/efficiency

Energy consumption must be monitored and documented. Economic solutions must be found to improve energy efficiency and minimise energy consumption.

04 Ethical behaviour

The supplier undertakes to act lawfully and with integrity in business transactions. This includes in particular the following areas:

Fair competition

The standards of fair business, fair advertising and fair competition must be observed. In addition, the applicable antitrust laws must be applied, which in particular prohibit agreements and other activities that influence prices or conditions when dealing with competitors. These regulations also prohibit agreements between customers and suppliers that are intended to restrict customers in their freedom to determine their prices and other conditions for resale autonomously.

Conflicts of interest

Any conflicts of interest in the cooperation with RÜHL must be avoided, i.e. the supplier must make its decisions in the cooperation with RÜHL solely on the basis of objective considerations and not be guided by personal interests. This applies in particular to close personal relationships between the supplier and employees of RÜHL. The supplier must inform RÜHL proactively and immediately of any situation that could lead to a conflict of interest in order to give RÜHL the opportunity to take appropriate measures. A supplier may only accept private orders from RÜHL employees with the prior written consent of the management.

Confidentiality/data protection

The supplier undertakes to fulfil the reasonable expectations of its client, suppliers, customers, consumers and employees with regard to the protection of private information. The supplier shall comply with data protection and information security laws and regulatory requirements when collecting, storing, processing, transferring and disclosing personal information.

Intellectual property

Intellectual property rights must be respected; technology and expertise must be transferred in such a way that intellectual property rights and customer information are protected.

Integrity/bribery and avoidance of conflicts of interest

The highest standards of integrity must be applied to all business activities. The supplier must follow a zero-tolerance policy in regards to the prohibition of all forms of bribery, corruption, extortion,

embezzlement, insolvency offences and taking advantage. Processes for monitoring and enforcing the standards must be applied to ensure compliance with anti-corruption laws.

Money laundering and terrorist financing

Domestic and foreign regulations for the prevention of money laundering and terrorist financing must be complied with and transactions that serve the purpose of money laundering or terrorist financing must be avoided.

Foreign trade and customs regulations

RÜHL expects all parties in its supply chain to comply with the applicable foreign trade and customs laws and regulations in all countries in which they do business and to inform RÜHL immediately if a delivery/service is wholly or partially subject to export restrictions under national law, EU regulations or other international embargo and export regulations.

05 General regulations

Any violation by a supplier of the provisions of this Supplier Code of Conduct is considered a breach of material contractual obligations and gives RÜHL the right, but not the obligation, to take appropriate action (e.g. audit with cost consequences, cancellation of the business relationship, termination of the contract, etc.). The supplier undertakes to ensure that its employees comply with the provisions of this Supplier Code of Conduct and shall take all necessary precautions to implement the requirements. Furthermore, the supplier is required by RÜHL,

to also oblige its subcontractors to comply with and implement the requirements of this Supplier Code of Conduct.

06 Declaration of the supplier

The supplier hereby confirms that it has read and understood the Code of Conduct. The supplier undertakes to act responsibly and to comply with the principles and requirements set out herein. The supplier undertakes to communicate the content of this code or a comparable code in terms of content to its employees, authorised representatives and subcontractors in a manner that is comprehensible to them and to take all necessary precautions for the implementation of the requirements.

Place, date

Supplier (Company stamp, signature)

Name of the supplier (block capitals)

Name of the signatory (block capitals)



RÜHL
PUROMER GmbH



RÜHL PUROMER GMBH

Hugenottenstraße 105
61381 Friedrichsdorf
Deutschland

T +49 (0)6172 733-0
F +49 (0)6172 733-141
puromer@ruehl-ag.com

www.ruehl-puromer.de

