

Agreement for external Parties

Code of Conduct 2020



Code of Conduct

Preamble

Sustainable and responsible action is a central element of our self-image and corporate strategy at HÖRMANN Automotive GmbH. HÖRMANN Automotive GmbH and its affiliated companies within the meaning of Section 15 of the German Stock Corporation Act (AktG) (collectively referred to below as the "HÖRMANN Group") have implemented guidelines (Code of Conduct), which are intended to provide employees with binding orientation for all actions.

Our suppliers contribute significantly to our success. It is therefore our claim to continue to shape the development of our products and services together with our suppliers in a sustainable and successful manner in the future. We regard a common understanding of ethical and sustainable action as the basis for business success. This code of conduct defines the requirements and principles for cooperation with suppliers. Suppliers and/or business partners with intermediary functions hereby declare that they will strictly comply with the following principles:

I. The principle of strict legality

The HÖRMANN Group adheres to the principle of strict legality for all actions, measures, contracts and other processes. Accordingly, we require our suppliers to comply with the applicable laws, the basic principles of the United Nations Global Compact and this Code of Conduct and to work towards ensuring that the principles of this Code of Conduct are also observed in the supply chain.

II. Dealing with employees

Our suppliers comply with the applicable national laws on labour law. In particular, they observe the basic employee rights resulting from this. The following principles are also based on the basic principles of the International Labour Organisation (ILO).

Human rights

Our suppliers respect internationally recognised human rights and ensure that these are respected.

Child labour

Our suppliers only employ employees who have reached the minimum age required to perform work according to the applicable national legislation.

Forced Labour

Our suppliers reject any form of forced labour and respect the principle of freely chosen employment.

Freedom of association

Our suppliers respect freedom of association and the right to form interest groups. They grant their employees the right to represent their interests on the basis of national legislation.

Equal opportunities / non-discrimination

Our suppliers do not tolerate any discrimination against employees on the basis of skin colour, ethnic origin, gender, age, nationality, social background, disability and sexual orientation as well as religious affiliation or ideology.

Fair working conditions

Our suppliers pay remuneration and social benefits that at least comply with the respective national legal standards, regulations or agreements. The applicable regulations on working hours and holidays are observed.

Health and safety at work

Our suppliers shall, as a minimum, comply with the relevant national standards for a safe and hygienic working environment and shall take appropriate measures to ensure health and safety at work to ensure healthy working conditions.

III. Environmental protection and management , Conflict materials

Our suppliers avoid hazards to people and the environment, keep environmental impacts low and use resources sparingly. Our suppliers' processes, operating facilities and resources comply with the applicable legal and official regulations and standards for fire and environmental protection.

In the event that a product contains one of the so-called conflict minerals (tin, tantalum, tungsten, gold or the corresponding ores), we expect our suppliers to be able to ensure transparency in their supply chain up to the smeltery on request.

Suppliers are required to take appropriate measures to avoid the use of raw materials in their products that directly or indirectly finance armed groups that violate human rights.

IV. Business relations

Avoidance of conflicts of interest

Our suppliers and their employees make decisions on the basis of objective considerations and do not allow themselves to be guided in an inadmissible way by personal interests.

Free competition

Our suppliers behave fairly in competition and comply with the applicable legal regulations that protect free competition. Our suppliers shall not enter into any agreements or concerted practices with other companies which have the object or effect of preventing, restricting or distorting competition in accordance with the applicable competition and antitrust laws and shall not unlawfully exploit any dominant position.

Corruption

Our suppliers ensure compliance with the applicable anti-corruption laws and reject any corrupt behaviour. Suppliers will ensure that their employees, subcontractors or agents do not give, offer or accept bribes, improper gifts or other improper payments or benefits to customers, government officials or other third parties. This includes in particular that the suppliers do not offer, promise or grant advantages to employees of the HÖRMANN Group with the aim of obtaining an order or other preferential treatment in business dealings.

Business Secrets

Our suppliers ensure that confidential information of the HÖRMANN Group is kept secret. This also applies after termination of the business relationship.

Money laundering

Our suppliers comply with the relevant legal provisions on the prevention of money laundering.

Import and export

When importing and exporting goods and services, our suppliers comply with all applicable laws. The HÖRMANN Group expects its suppliers to comply with all applicable legal regulations on conflict minerals.

V. Compliance Code of Conduct

Our suppliers take this Code of Conduct into account when selecting their own suppliers, make it known within the supply chain and work to ensure compliance with it. A culpable violation of this Code of Conduct represents an impairment of the business relationship between the respective contractual partner of the HÖRMANN Group and the supplier. Without prejudice to further rights, we reserve the right in this case to demand clarification of the facts and the initiation of countermeasures from the supplier. If the supplier demonstrably fails to initiate suitable improvement measures within a reasonable period of time or if the infringement is so serious that continuation of the business relationship becomes unreasonable for the HÖRMANN Group, the HÖRMANN Group reserves the right, without prejudice to further rights, to terminate the contractual relationship concerned for good cause on an extraordinary basis.

Place, Date

Company name supplier | name representative | signature stamp