

## **Supplier Code of Conduct**

### **1. The basis: compliance with laws and conventions**

Radeberger Gruppe respects applicable law and expects its employees and business partners ("Suppliers") to do the same. This applies irrespective of whether domestic, foreign or supranational laws, regulations, conventions or other rules (hereinafter referred to as "Laws") or whether laws concerning health, safety, the environment, competition, customs duties or individual or collective labour law, etc. are concerned.

By law, it is also strictly prohibited to cause third parties to perform illegal acts or to assist in such acts.

### **2. Separation of private and business interests**

The employees of Radeberger Gruppe are obliged to take their business decisions in the best interest of Radeberger Gruppe without being influenced by personal interests. Therefore, Suppliers must not exert any effect or influence on the personal interests of an employee of Radeberger Gruppe or any person close to them.

Radeberger Gruppe bases its decision on business relations purely on objective criteria; as a matter of principle, Suppliers are selected purely on the basis of factual, objective criteria such as, in particular, quality, price, reliability, technological standard, suitability of the product, existence of management systems for quality assurance / safety at work / sustainability or the like as well as the existence of, or the intention to establish a, long-term and conflict-free business relationship. Under no circumstances may personal relations or interests have any influence on the conclusion of a contract. Suppliers must disclose in writing any existing or potential conflicts of interest.

### **3. No violations of anti-corruption laws**

By virtue of international conventions to fight corruption of officials, employees in public administration and in business, similarly strict rules apply worldwide, so that any corruption committed abroad (bribery and acceptance of benefits) is also punishable under national law. Suppliers must respect this accordingly.

Therefore, Suppliers must also respect that employees of Radeberger Gruppe may neither demand nor accept unjustified personal benefits from Suppliers in connection with their business activities, so that Suppliers are not allowed to offer them either. Only low-value promotional gifts for business use that are common practice are permitted. Invitations (to business lunches or the like) for business reasons that are within reasonable limits and are not likely to unduly influence business decisions are permitted under anti-corruption laws, provided that the relevant duties to keep records are complied with.

#### 4. Protection of business secrets

Suppliers often receive confidential information from Radeberger Gruppe for negotiations, offers and/or the subsequent performance of the contract. Consequently, Suppliers are bound to secrecy as regards all trade and business secrets as well as other internal confidential matters of Radeberger Gruppe. "Confidential" shall be all information designated as such as well as all information that is assumed not to be public knowledge and not to be intended for publication, e.g. because it may be of use to competitors or because it may be detrimental to Radeberger Gruppe or other business partners if disclosed. This obligation of secrecy shall apply both during contract negotiations and for the duration of the contractual relationship as well as after its termination.

Confidential information must be protected against unauthorised access by third parties; within their companies, Suppliers have to ensure that confidential information is only disclosed to employees who require it in order to fulfil their duties and who are bound to confidentiality in an appropriate manner.

#### 5. Social responsibility

Radeberger Gruppe expects Suppliers to observe internationally recognised human rights in compliance with the relevant laws. To protect employees, this includes that Suppliers do not engage in any form of forced labour, corporal punishment or child labour within the meaning of the ILO Conventions or applicable national laws, that they do not discriminate against employees in an unlawful manner, that they comply with laws concerning working hours, offer safe working conditions that are not harmful to health and pay adequate remuneration. Suppliers must ensure that their own suppliers also meet at least these standards.

#### 6. Ecological responsibility

Radeberger Gruppe endeavours to manage environmental resources as carefully as possible, to avoid any danger to people and the environment and to improve all procedures and processes continuously with the aim of further reducing the environmental impact. Radeberger Gruppe expects its Suppliers to do the same.

#### 7. Indications of infringement

If Suppliers acquire any indications of infringements of these principles of conduct through their own actions, those of their employees, competitors or employees of Radeberger Gruppe, Radeberger Gruppe expects to be informed without delay. Suppliers have the option of notifying their contact at Radeberger Gruppe, their contact's superior or the Compliance Officer ([compliance@radeberger-gruppe.de](mailto:compliance@radeberger-gruppe.de)) of such an infringement. If the Supplier in question assumes that it will face disadvantages as a result of such notification, the Supplier may ask the Compliance Officer in its notification to investigate the potential infringement confidentially for the time being.