



GUMMI-TECHNIK®

...more than rubber & plastics.

Code of Conduct (COC)

version 12/2021

PREAMBLE:

As a medium-sized family business, the GTP Group (hereinafter also referred to as "GTP") maintains a partnership-based and trusting relationship with its business partners. Fundamental aspects such as sustainability, ethics, fairness, integrity and conduct in compliance with the law play a key role in this respect. GTP expects this behaviour from its business partners, whether customers or suppliers. Accordingly, this Code of Conduct sets out in concrete form what GTP expects from its suppliers and what they undertake to do vis-à-vis GTP. For future cooperation, the contractual partners agree to the validity of the following regulations and undertake to comply with the principles and requirements of the Code of Conduct and to endeavour to contractually oblige their subcontractors to comply with the standards and regulations listed in this document. This agreement shall enter into force upon signature. Any breach of this Code of Conduct may be grounds and cause for GTP to terminate the business relationship, including any related supply contracts. The Code of Conduct is based on national laws and regulations as well as international conventions such as the United Nations Universal Declaration of Human Rights (UN Human Rights Charter), the Guidelines on Children's Rights and Business Conduct, the United Nations Guiding Principles on Business and Human Rights, the International Labour Standards of the International Labour Organization (ILO) and the United Nations Global Compact.

I. Scope of application

These and the following regulations apply in full to any business relationship with one and/or all of the companies listed below or their legal successors:

- a) GT GUMMI-TECHNIK GmbH, Saliestr. 24, 70736 Fellbach, HRB Stuttgart 261098, USt.-IdNr.: DE 147330713
- b) GTP GUMMI-TECHNIK-PLASTIK GmbH, Robert-Bosch-Str. 5, 71409 Schwaikheim, HRB 260574, USt.-IdNr.: DE 147330326

II. Social responsibility

1. The supplier undertakes not to practice or tolerate any form of forced or child labour. It is guided by the definition of child labour based on the standards of the International Labour Organisation (ILO). If a local law prescribes a higher legal minimum age for workers or a longer compulsory education, the higher age shall apply. All work must be voluntary and workers must be able to leave work or employment at any time. Furthermore, there shall be no unacceptable treatment of workers, such as through physical and psychological hardship, sexual and/or personal harassment.
2. 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 shall be respected.
3. The supplier undertakes to respect the applicable laws and regulations for the protection of employees and to guarantee employees the active exercise of their rights.
4. 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, the supplier undertakes to remunerate its employees in accordance with the applicable laws and regulations and to guarantee them equal remuneration for work of equal value.
5. The remuneration for regular working hours and overtime must correspond to the national statutory minimum wage or the minimum standards customary in the industry, whichever is higher. Workers shall be provided with all benefits prescribed by law. Deductions from wages as a punitive measure are only permitted insofar as they are legally anchored in national laws. The supplier shall ensure that workers receive clear, detailed and regular written information on the composition of their wages.
6. The right of workers to form and join organisations of their choice and to bargain collectively shall be respected. In cases where freedom of association and the right to collective bargaining are restricted by law, alternative means of independent and free association of workers for the purpose of collective bargaining shall be provided.
7. The supplier undertakes to observe the applicable laws and regulations on so-called conflict minerals. If products manufactured and/or supplied by the supplier contain tin, tantalum, tungsten or their ores or gold, this must be reported to GTP immediately and without being requested to do so.

III. Occupational health and safety

1. The Supplier undertakes to comply with the applicable health and safety regulations.
2. The supplier shall provide a safe and healthy working environment in order to maintain the safety and health of employment, protect third parties and prevent accidents, injuries and work-related illnesses.
3. The supplier shall provide appropriate training to its employees on all health and safety topics in a language that the employees understand.
4. Workers shall be provided with access to drinking water in sufficient quantity and quality, as well as access to clean sanitary facilities.

IV. Observance of regulations and laws/compliance

1. The supplier undertakes to act in a fair and fair manner in competition and to comply with the applicable competition laws, in particular anti-trust laws, and to ensure that neither its services nor its goods infringe the property rights of GTP and/or third parties.
2. The supplier shall refrain from price agreements with competitors and from the abuse of a dominant market position through price discrimination and other conduct.
3. The supplier shall ensure that politicians, authorities or members of authorities, business partners or their employees -including employees of the GTP Group-, including their family members and relatives, are neither directly nor indirectly provided with inadmissible advantages of any kind whatsoever.

Alle Angaben auf Grundlage unserer Allgemeinen Geschäftsbedingungen, siehe im Internet: <http://www.gtp-gruppe.de>

GT GUMMI-TECHNIK GmbH GTP GUMMI-TECHNIK-PLASTIK GmbH

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Saliestr. 24
D – 70736 Fellbach
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Telefax (0711) 5 20 07 -10

Volksbank Stuttgart:
IBAN: DE36 6009 0100 0100 9000 03 SWIFT: VOBADDE5
D – 70736 FellbachKreissparkasse Waiblingen:
IBAN: DE30 6025 0010 0002 0128 52 SWIFT: SOLADESWBN
Commerzbank:
IBAN: DE89 6004 0071 0517 1806 00 SWIFT: COBADEFFXXX

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Geschäftsführer: Dipl.-Kaufm. Philipp Wagner



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- 4. The supplier undertakes not to demand or accept any inadmissible advantages from its employees. From GTP's point of view, an advantage is impermissible if its type and scope is suitable for influencing the recipient's actions and decisions. The applicable statutory exemption limit for benefits in kind provides guidance in this respect.
- 5. The Supplier shall ensure that the applicable laws and regulations to prevent money laundering are complied with and that the use of cash in business transactions is dispensed with whenever possible.
- 6. The supplier undertakes that business information, namely technical, financial or competitive information, will always be treated confidentially and in accordance with any non-disclosure and confidentiality agreements. The Supplier shall ensure that it takes appropriate and sufficient precautions to protect such information.
- 7. The supplier undertakes to comply with all applicable export controls, sanctions, customs laws and regulations, including applicable trade restrictions, embargoes and other restrictions on the import and export of goods, services and information.
- 8. The supplier shall ensure that itself, its beneficial owners, all its agents and other subcontractors used by it are not included on any applicable sanctions list as a sanctioned company and/or person.

V. Environmental obligations

- 1. The supplier undertakes to comply with the applicable environmental laws, environmental regulations and environmental standards.
- 2. Insofar as environmental laws, environmental regulations and environmental standards contain reporting or other obligations to cooperate on the part of the supplier, the supplier shall comply with these reporting and other obligations to cooperate on its own initiative, in full and within the prescribed deadlines.
- 3. Even in the absence of corresponding statutory obligations, the supplier shall support GTP promptly and to the best of its ability at GTP's request.
- 4. The supplier undertakes to set up an adequate hazardous substance management system and to work continuously on avoiding hazardous substances in the products and reducing negative environmental effects.

VI. General regulations

- 1. In order to secure the supply chain and to ensure compliance with the Code of Conduct also vis-à-vis GTP's customers, the supplier agrees that GTP or its representatives may carry out audits to verify compliance with the COC, namely on the supplier's premises, business premises and commercial buildings during normal business hours after reasonable notice of not less than 14 working days.
- 2. The supplier undertakes to provide information and access to documents at GTP's request, which GTP requires in order to carry out the rights conferred on it by this Code of Conduct. This obligation shall also extend to information about affiliated companies, as well as sub-suppliers, insofar as the company obliged to provide the information has the information at its disposal or is in a position to obtain the requested information on the basis of existing legal connections.
- 3. Any breach by the supplier of the provisions and obligations of this Code of Conduct shall be considered a breach of material contractual obligations and shall give GTP the right, but not the obligation, to take adequate measures. These measures may include conducting audits with cost consequences, termination and dissolution of business relationships without notice, cancellation of placed orders without notice, cancellation of contracts without notice, etc.

VIII. Acceptance/declaration of the supplier

By signing this Agreement, the undersigned accepts the obligations and conditions set forth in full, as amended from time to time. This will be made available upon request. In addition, this Code of Conduct shall become part of the existing contractual relationship(s) between the supplier and GTP. Should contradictions arise between the contractual relationship(s), the more far-reaching regulation shall apply in each case. The supplier further assures that it has informed itself in detail about the rights and obligations of this agreement and, if necessary, has obtained legal advice in this respect. It shall enter into force on the date of signature.

.....
place, date*

.....
company (printing letters)/stamp*

.....
legally binding signature*

.....
signatory (printing letters)*

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company (printing letters)/stamp*

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