

# Supplier Code of Conduct



**Quarzwerte Gruppe**

## Scope

When selecting suppliers, cost, quality, reliability as well as environmental awareness and compliance with the requirements from this Supplier Code of Conduct are decisive for the Quarzwerte Group. In the long term, our company only will only work with suppliers who share our own values with regard to ethics and sustainability.

This Supplier Code of Conduct sets minimum standards in ethics and sustainability. We expect our suppliers, including their employees, agents and subcontractors, to respect and observe the standards of this Supplier Code of Conduct when doing business with Quarzwerte Group. It is the responsibility of suppliers to inform and train their employees, representatives and subcontractors accordingly.

## Corporate Governance

We expect the supplier to manage its business strictly in accordance with applicable laws and in a spirit of fair competition.

We expect that the supplier rejects all forms of corruption, conflicts of interest, acts restricting competition, etc. and has taken appropriate precautions against this in his company.

## Employees

We expect that the supplier

- is committed to internationally recognized human rights and does not permit forced labor or child labor either at its own facilities or at those of its suppliers,
- pays its employees performance-related wages and salaries,
- strictly comply with occupational health and safety standards, regulations on social security and working hours, and all other rules for the protection of employees,
- respects the right of employees to organize themselves in trade unions and works councils,
- rejects any form of discrimination and takes action against it within the scope of its possibilities.

## Environment and products

We expect the supplier to strictly comply with all relevant environmental regulations and to work continuously to optimize its operations with regard to environmental and climate protection as well as resource efficiency and recycling.

## Data protection

We expect the supplier to protect personal data, to comply with all data protection standards and regulations, and to protect its IT infrastructure to a high standard against unauthorized data access and external attacks.

By signing this Supplier Code, the supplier undertakes to comply with the requirements set out in the Supplier Code of Conduct in addition to the obligations arising from the business relationship.

We hereby accept the Quarzwerte Supplier Code.

Supplier: \_\_\_\_\_

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Signature