

Ernst H. Singelmann GmbH & Co. KG (“EHS”) is committed to conduct the business with the highest standards of ethics, honesty and integrity, and we select and treat our business partners honestly, fairly and objectively.

As a condition to do business with EHS, suppliers have to observe the same philosophy in their actions and in their relationships with us. While we recognize that there are different legal and cultural environments in which our suppliers operate throughout the world, we have established this Code of Conduct to set forth the basic requirements our suppliers must meet in order to maintain a business relationship with EHS.

All suppliers must comply with this Code of Conduct. In addition, suppliers must ensure that their subcontractors and suppliers, who provide goods and services, also comply with the principles of this Code of Conduct.

### **Compliance with Laws and Regulations**

Suppliers must conduct their business in accordance with the highest standards of ethical behavior and in compliance with all applicable laws, rules, regulations and industry standards, including those relating to labor, employee health and safety, anti-bribery, freedom of association and the environment.

### **Quality**

Each Supplier must meet EHS product specifications and other EHS requirements relating to the quality of products or services supplied. In addition, suppliers shall meet any quality and safety standards required by applicable law.

### **Diversity and Equal Opportunity**

EHS values, honors and respects differences and diversity. EHS expects its suppliers to provide a work environment, that offers equal opportunity to its employees, is free from unlawful discrimination or harassment and in which each employee is treated with dignity and respect. Suppliers must strive to hire and promote employees based on their merits, without regard to race, color, ethnicity, sex, age, religion, pregnancy, national origin, sexual orientation, disability.

### **Human Rights**

Human rights are rights, freedoms and standards of treatment regarded as belonging to all persons. EHS respects and supports internationally recognized human rights and is committed to high standards of ethics, honesty and integrity and demonstrating respect and dignity for one another and those with whom we do business. Suppliers shall share our respect and support these standards.

### **Forced Labor**

Suppliers must not use involuntary labor of any kind, including prison labor, debt bondage, indentured servitude or forced labor

### **Labor**

Child labor is not to be used and suppliers must be in compliance with all applicable labor laws, regulations and guidelines, including those related to hiring, wages, hours worked, overtime and working conditions. Suppliers must ensure that all employees are legally eligible for employment and meet the applicable minimum legal age.

**Freedom of Association**

Suppliers must recognize and respect the right of their employees to form and join trade unions and to bargain collectively.

**Wages & Hours**

Suppliers must provide employees with wages and benefits that, at a minimum, comply with applicable laws. While it is understood that overtime is often required in production areas, suppliers shall carry out operations in ways that limit overtime to a level that ensures humane and productive working conditions and in accordance with local legal requirements. Suppliers must pay overtime that meets all legal requirements.

**Working Conditions**

Suppliers must treat all employees with respect and dignity and provide them with a safe and healthy working environment and, where provided, living accommodations. Employees are to be prevented from exposure to severe health or safety hazards. Suppliers must comply with all applicable laws regarding working conditions, including worker health and safety, sanitation, fire safety, risk protection, and electrical, mechanical and structural safety. At a minimum, suppliers must provide potable drinking water, clean and accessible restrooms, adequate lighting and ventilation, fire and emergency exits, essential life safety equipment, emergency aid kits and access to emergency medical care.

**Harassment**

Suppliers shall not engage in, support or allow any form of harassment or abuse of any Employees, including contracted and sub-contracted employees, in the workplace and living space.

**Environment**

Suppliers must comply with all applicable environmental laws, rules and regulations. Suppliers are expected to use resources responsibly and conduct operations with the aim to protect and preserve the environment.

**Anti-Bribery**

Suppliers may not engage in any acts of bribery or violate any applicable anti-bribery laws

The supplier agrees to comply with this Code of Conduct.