

Supplier Code of Conduct



Introduction

Our suppliers are of great importance to us. Our aspiration is to align the cooperation with our suppliers according to ethical principles, to create value together and jointly meet the requirements of our customers and stakeholders. Sustainable and responsible business practices form the foundation for this. Thus, these aspects and related continuous improvement, are the subject of our supplier selection and development.

This document describes Gerresheimer's minimum requirements for suppliers in the areas of ethics, working conditions and human rights, health and safety, environment and related management systems.

The ethical principles spelled out in this document are based on the ten principles of the United Nations Global Compact initiative, the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization, Declaration on Fundamental Principles and Rights at Work.

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Management System and Governance

Suppliers are expected to ...

- ... operate in full compliance with all applicable laws, rules and regulations.
- ... have mechanisms in place to determine and manage risks in all areas addressed by this document.
- ... ensure that their business activities are aligned with the expectations in this document by using appropriate management systems, incl. policies, objectives, processes, trainings and resources that appropriately reflect the impacts and opportunities of the organization.
- ... Integrate the principles into a continual improvement approach that identifies deficiencies and advances performance over time.
- ... Integrate, communicate and apply these principles, in their own operations, as well as towards their supply chain partners.
- ... encourage all employees to report concerns or illegal activities in the workplace without threat of reprisal, intimidation, or harassment. Suppliers shall investigate and take corrective actions if needed.



Key principles

Suppliers include individuals or organizations that provide services, raw materials, components, finished goods or other products to Gerresheimer and its operating subsidiaries, affiliates and divisions.

These principles are not intended to replace, supersede or conflict with any applicable legal or regulatory requirement or contractual obligation with Gerresheimer and its operating subsidiaries, affiliates and divisions. It is up to each supplier to determine how to meet and demonstrate compliance with the principles and standards as stated in this Supplier Code of Conduct. Where specified in contracts, Gerresheimer shall retain audit and inspection rights to verify compliance.

As part of an initial screen in selecting new suppliers but also requalifying existing ones, Gerresheimer seeks assurance of compliance with this Supplier Code of Conduct by requiring selected suppliers to complete a self-assessment questionnaire. Gerresheimer may seek further assurance of compliance by requesting an on-site visit.



Ethics

Suppliers shall conduct their business in an ethical manner and act with integrity. The ethics elements include:

Business Integrity and Fair Competition

All corruption, extortion and embezzlement are prohibited. Suppliers shall not pay or accept bribes or participate in other illegal inducements in business or government relationships. Suppliers shall conduct their business consistent with fair and vigorous competition and in compliance with all applicable anti-trust laws. Suppliers shall employ fair business practices, including accurate and truthful advertising.

Responsible sourcing of minerals

All suppliers that deliver minerals like tin, tungsten, tantalum, or gold (so called "conflict minerals") or their derivatives to Gerresheimer or use these in a product manufactured for Gerresheimer, are required to carry out due diligence on the source of critical raw materials.

Suppliers are further required to provide documentary evidence that all of the raw materials they source are conflict-free and that they do not obtain or process metals from critical regions.

Privacy

Suppliers shall safeguard and make only proper use of confidential information to ensure that company and worker privacy rights are protected.



Labor and Human rights

Suppliers shall be committed to uphold human rights, which include labor and other rights, and to treat people with dignity and respect. The labor elements include:

Freely Chosen Employment

Suppliers shall not use forced, bonded, indentured or involuntary prison labor.

Child Labor and Young Workers

Suppliers shall not use child labor. The employment of young workers below the age of 18 shall only occur in non-hazardous work and when young workers are above a country's legal age for employment, or the age established for completing compulsory education.

Non-Discrimination

Suppliers shall provide a workplace free of harassment and discrimination. Discrimination for reasons such as skin color, age, gender, sexual orientation, ethnicity, nationality, social status, disability, religion, political affiliation, union membership or marital status is not tolerated

Fair Treatment

Suppliers shall provide a workplace free of harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers and no threat of any such treatment.

Wages, Benefits and Working Hours

Suppliers shall pay workers according to applicable wage laws, including minimum wages, overtime hours and mandated benefits. Suppliers shall communicate with the worker the basis on which they are being compensated in a timely manner. Suppliers are also expected to communicate with the worker whether overtime is required and the wages to be paid for such overtime.

Freedom of Association

Open communication and direct engagement with workers to resolve workplace and compensation issues is encouraged. Suppliers shall respect the rights of workers, as set forth in local laws, to associate freely, join or not join labor unions, seek representation and join workers' councils. Workers shall be able to communicate openly with management regarding working conditions without threat of reprisal, intimidation or harassment

Local communities

Suppliers shall respect the communities in which they do business, by taken concerns of these seriously and avoiding any harm to their health and save livelihood by also protecting the environment. Suppliers are encouraged to engage with their local communities.



Health and Safety

Suppliers shall provide a safe and healthy working environment, including for any company-provided living quarters. The health and safety elements include:

Worker Health Protection

Suppliers shall protect workers from over exposure to chemical, biological and physical hazards, physically demanding tasks in the workplace and in any company-provided living quarters as specified in applicable legal requirements.

Suppliers shall provide their employees with all necessary Personal Protection Equipment (PPE).

Process & Plant Safety

Suppliers shall have programs in place to ensure plant and process design complies with the respective applicable legal requirements regarding health and safety in the workplace. Suppliers shall actively work to identify and resolve safety deficiencies, and continually improve conditions in the workplace so that health and safety are guaranteed and protected.

Emergency Preparedness and Response

Suppliers shall identify and assess emergency situations in the workplace and any company provided living quarters and minimize their impact by implementing emergency plans and response procedures.

Hazard Information

Safety information relating to hazardous materials shall be available to educate, train and protect workers from hazards.



Environment

Suppliers shall operate in an environmentally responsible and efficient manner, and they shall minimize adverse impacts on the environment. Suppliers are encouraged to conserve natural resources, to avoid the use of hazardous materials where possible and to engage in activities that reuse and recycle. The environmental elements include:

Environmental Authorizations

Suppliers shall comply with all applicable environmental regulations. All required environmental permits, licenses, information registrations and restrictions shall be obtained, and their operational and reporting requirements followed.

Chemicals of Concern / Material Compliance

Suppliers shall have adequate systems in place to identify and disclose upon request to Gerresheimer all chemicals in their products and sub-components and meet requirements that are regulated by the government and/or competent authorities in the regions in which they are being used.

Chemicals of Concern/Disclosure regulations could include but are not limited to:

- E.U. Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) Regulation
- E.U. Restriction of Hazardous Substances (RoHS) Directive
- Section 1502 of the U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010 'Conflict Minerals'
- E.U. Biocidal Product Regulation (BPR)
- California Safe Drinking Water and Toxic Enforcement Act 1986 (Cal Prop 65)
- California Cleaning Product Right to Know Act
- U.S. Toxic Substances Control Act (TSCA)
- Global Harmonisation System (GHS)

Waste and Emissions

Suppliers shall have systems in place to ensure the safe handling, movement, storage, recycling, reuse or management of waste, air emissions and wastewater discharges. Any waste, wastewater or emissions with the potential to adversely impact human or environmental health shall be appropriately managed, controlled and treated prior to release into the environment.

Spills and Releases

Suppliers shall have systems in place to prevent and mitigate accidental spills and releases to the environment.



Raising concerns

Suppliers who believe that a Gerresheimer employee, or anyone acting on behalf of Gerresheimer, has engaged in illegal or otherwise improper conduct, shall report the matter promptly to Gerresheimer. Further, any individual or organization, who knows or suspects that a Gerresheimer supplier, or anyone acting on their behalf, has engaged in activities that violate Gerresheimer's Supplier Code of Conduct, should speak up at [Whistleblowing system – Gerresheimer AG](#) to report concerns to Gerresheimer.

The Gerresheimer Supplier Code of Conduct was adopted by the Management on July 11, 2022 and entered into force the same day.

Contact information

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2022

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This standard is available in different language versions; in case of deviations or ambiguity, the English version shall prevail.

09/2022