



CODE OF CONDUCT

FOR SUPPLIERS OF VOG PRODUCTS

(1.3.2023)

INTRODUCTION

Our suppliers are valued partners and make an important contribution to the success of VOG Products. The relationship with our suppliers is characterised by honesty and fairness. We are committed to good cooperation for responsible and sustainable operations according to the standards described in this code ("Code of Conduct").

We expect our suppliers to

- fully comply with applicable laws,
- comply with internationally recognised environmental, social and corporate governance standards
- communicate this Code to their employees, subcontractors and agents and ensure compliance.

This Code is based on fundamental principles in accordance with

- UN Universal Declaration of Human Rights
- International Labour Standards (ILO)
- UN Global Compact
- Sustainable Agriculture Initiative (SAI) and Farm Sustainability Assessment (FSA)
- Guidelines of the environmental management system ISO 14.000

and on the VOG Products Code of Ethics, which is published on our homepage.

I. ETHICAL BEHAVIOUR

Legal compliance

The supplier complies with all applicable national and international laws, rules and regulations in the countries in which it operates. This includes the environment, human rights and employment. We expect our suppliers to comply with generally accepted international standards.

Fair competition

We support the rules protecting the free market and open competition. The supplier shall conduct its business in compliance with all competition and antitrust laws applicable to it and its activities.



Anti-Corruption and Anti-Bribery

The supplier shall not engage in or tolerate any form of corruption, extortion, embezzlement or bribery and shall comply with all anti-corruption and anti-bribery laws applicable to it and its activities.

Anti-Money Laundering

The supplier shall conduct its business in compliance with all anti-money laundering regulations applicable to it and its activities.

Privacy and Intellectual Property

The supplier shall protect and use confidential information appropriately. It shall ensure that the privacy of all employees and suppliers and valid intellectual property rights are protected. The supplier shall ensure that all personal data of employees, contractors and/or other third parties are processed in accordance with all applicable laws.

II. HUMAN RIGHTS AND WORK STANDARDS

General

VOG PRODUCTS expects its suppliers to respect internationally recognised human rights and working conditions and to provide a safe and hygienic working environment.

Non-discrimination and fair treatment

VOG PRODUCTS stands for equal treatment of its employees. Suppliers shall not directly or indirectly discriminate against anyone in hiring and employment practices. Illegitimate grounds for discrimination include, but are not limited to: race, colour, sex, age, language, nationality or origin, religion, ethnic or social origin, impairment (physical and/or mental), pregnancy, trade union membership, political opinion or sexual orientation. The supplier shall ensure that its employees are not threatened or harassed in any way. The dignity of any person is not violated verbally or physically.

No forced labour

VOG PRODUCTS does not tolerate slavery and forced or compulsory labour in the supply chain.

No child labour

VOG PRODUCTS does not tolerate child labour in its supply chain. The supplier avoids any kind of child labour in its business operations and complies with the minimum age for work permits in accordance with the applicable regulations.

Minimum wages and working hours

Supplier shall comply with all applicable laws and regulations, including those relating to minimum wages, working hours and overtime. Suppliers are expected to provide fair and competitive compensation and benefits to their employees.

Health & Safety

The supplier shall ensure a safe and healthy workplace where work is carried out in accordance with all applicable laws and regulations and shall ensure adequate access to potable water and sanitation, fire protection and adequate lighting and ventilation. The supplier shall implement appropriate controls, safe procedures and protocols for the provision of suitable protective equipment in accordance with all



applicable laws and regulations relating to occupational health and safety. The supplier shall take all appropriate measures to protect its employees from health hazards and shall ensure that employees are carefully selected and properly trained.

Freedom of association

The supplier respects the right of workers to associate freely, to organise and bargain collectively, to form or join trade unions and representative organisations.

III. ENVIRONMENTAL STANDARDS

Environmental Policy

VOG PRODUCTS works to continuously assess and reduce the environmental impact from its own operations. Suppliers comply with all environmental laws and regulations that apply to the workplace, manufactured products and production methods.

We expect our suppliers to avoid environmental pollution and prevent wasteful use of natural resources. The supplier respects and supports the environmental principles of the UN Global Compact. Suppliers are expected to establish and maintain an appropriate environmental management system (e.g. in accordance with ISO 14001).

IV. MISCELLANEOUS

Verification and non-compliance with this Code of Conduct

Upon request, the supplier shall make available to VOG PRODUCTS all necessary and/or requested documentation evidencing compliance with this Code by means of supplier questionnaires..

The supplier shall address any violations of this Code or equivalent standards of which it becomes aware and take appropriate measures. VOG PRODUCTS reserves the right to terminate the existing contractual relationship with the supplier if the supplier and/or a third party involved by the supplier violates any of the provisions of this Code and does not effectively remedy such violation within a reasonable period of time set by VOG PRODUCTS.