

## Sustainability Policy for Suppliers

### Our Philosophy

Since its founding in 1958, Rosenberger has been a family-run company with a commitment to achieving long-term success. The positive outcomes that the company's work has seen so far are largely the result of its integrity, its compliance with regulations, and its dedication to establishing a culture of fairness and mutual respect. Our Code of Conduct encompasses the core principles and values that our companies and employees around the world resolve to uphold. The dedication that we show to our sense of social and ethical responsibility, and to treating our environment with respect, are vital elements of our corporate philosophy. This is why we are continually working to implement practices such as obtaining energy from renewable sources and achieving an overall reduction in CO<sub>2</sub> emissions.

In order for the partnership that Rosenberger has established with its suppliers to achieve success over the long term, both parties require a common understanding of the sustainability policy outlined in the remainder of this document and the Supplier Code of Conduct.

### 1. Social and Ethical Responsibility

Rosenberger is fully committed to upholding the social and ethical conventions defined in international standard SA8000®. Our suppliers are also required to abide by the content of this standard, respect human rights, and actively promote fundamental social rights. This means:

- Prohibiting child labor, forced labor, and people trafficking
- Prohibiting any form of harassment or discrimination on the basis of skin color, gender, disability, sexual orientation, or religion
- Protecting the right to freedom of association and the right to form interest groups
- Ethical Recruiting



### 2. Fair Competition

Rosenberger believes in fair competition and therefore requires its suppliers to abide by applicable cartel and competition legislation:

- Corruption, extortion, and bribery are expressly prohibited. To prevent them from happening, we expect our suppliers to uphold consistent and transparent standards of conduct
- Situations that could result in conflicts of interest must be avoided. Private or personal concerns must be disregarded and must not be factored into any business decisions
- Suppliers are obligated to respect and adhere to European and German export control regulations, as well as US export regulations (or reexport regulations) in cases where goods export or shipment is subject to US legislation



### 3. Working Conditions

Dedicated, motivated employees are among the key factors in sustaining high standards of quality in our products and solutions. Suppliers are required to establish the following conditions in their working environments, as a very minimum:

- Every employee must be paid at least the minimum wage that applies by law and to the sector in question
- Legal working time regulations must be adhered to
- Personnel must be provided with a safe and hygienic working environment. If the environment is not already safe and hygienic, measures must be put in place to rectify this
- Intellectual property must be protected through methods such as the application of industrial property rights

## 4. Quality and Safety

Rosenberger's success is founded on its understanding of the demands that its customers have in respect of quality, reliability, speed, and pricing, and on its ability to translate these expectations into high-quality products through its innovative spirit, dedicated staff, sound economic judgment, and technical expertise. Quality is one of the most important areas of concern for those in management positions at our company.

This makes the quality of our supplied materials and products vital to the future of a successful partnership with our suppliers:

- Our suppliers ensure that the products they are contractually obligated to provide are free from defects and conform to both the agreed specifications and accepted engineering practices. They also make sure to use and supply only original products, not reproductions
- To uphold the financial responsibility that we have to parties such as stakeholders, it is essential that documents and records are handled correctly and stored using secure methods
- Our suppliers must handle confidential information and business secrets discreetly, and must not pass them on to unauthorized parties. Data protection legislation must be rigorously adhered to
- Misusing personal data in any way is strictly prohibited. Measures must be in place to protect personal identities

As Rosenberger is a supplier to companies listed on the US stock exchange, both we and our suppliers are indirectly affected by disclosure obligations.



## 5. Environment and Energy

Rosenberger believes that it has a responsibility to engage in sustainable and environmentally conscious business practices. For this reason, we have developed an energy and environmental management system and comply with the standards ISO 50001 and ISO 14001.

We also expect our suppliers to value the importance of ISO 14001 certification.

We focus on:

- Preserving and protecting natural resources
- We attach particular importance to land, forest and water rights, as well as protection against forced evictions.
- Avoidance, reduction, recycling and proper disposal of polluting emissions and waste by promoting a functioning circular economy
- Development towards a climate-neutral energy supply and expansion of own energy generation from renewable energy sources
- Handling chemical constituents and products responsibly when selecting and processing products
- Continuous improvement in the areas of environmental, energy and climate protection by taking into account the latest scientific findings (GHG, Scope 1-3), using state-of-the-art technologies and involving and training all employees.
- Rosenberger has concrete emission reduction targets in the supply chain which have to be met. (e.g. 15% reduction in Scope 3 emissions by 2030).
- The areas of animal welfare, biodiversity, land use and protection from deforestation as well as the preservation of soil quality and the reduction and avoidance of noise emissions.
- The use of private or public security forces shall be carried out in accordance with legal requirements.



## Upholding the Sustainability Policy

Rosenberger requires its suppliers to adhere to the regulations outlined in this policy.

Binding requirements and standards need to be passed on along the supply chain.

If necessary, compliance with this guideline is checked by means of self-disclosure and/or supplier audits.

In the event that a supplier significantly violates the policy, Rosenberger will reserve the right to terminate the business relationship with that supplier, subject to applicable legislation.