



KALDEWEI

Supplier Code of Conduct

FRANZ KALDEWEI GMBH & CO. KG

KALDEWEI'S EXPECTATIONS REGARDING ITS SUPPLIERS AND THEIR SUBCONTRACTORS

Franz Kaldewei GmbH & Co. KG (KALDEWEI) expects its suppliers to comply with internationally and nationally applicable laws and standards. Specifically, the following is expected:

- compliance with all applicable laws, regulations and standards in the countries in which the suppliers operate or are located;
- compliance with the principles of the United Nations Global Compact, the United Nations International Charter of Human Rights, the international conventions on civil and political rights and on economic, social and cultural rights and the core labour standards of the International Labour Organisation (ILO);
- and compliance with the United Nations (UN) and Organisation for Economic Co-operation and Development (OECD) anti-corruption conventions and relevant anti-corruption laws, including those dealing with bribery in other countries;
- if national law and these international human rights standards differ, the higher standard must be followed; in the case of conflicting standards, efforts must be made to respect internationally recognised human rights as far as possible.

KALDEWEI'S EXPECTATIONS REGARDING COMPLIANCE WITH PROTECTED LEGISLATION

KALDEWEI expects its suppliers to comply with the protected legislation laid down in the Supply Chain Due Diligence Act (LkSG), both in relation to human rights and the environment.

SUPPLIER CODE OF CONDUCT

1. EXPECTATIONS REGARDING HUMAN RIGHTS-RELATED LEGISLATION

KALDEWEI expects its suppliers to comply with human rights-related legislation. This includes in particular:

- compliance with the prohibition and refraining from any kind of child labour in accordance with the ILO core labour standards;
- compliance with the ban on the employment of persons in forced or compulsory labour as well as the ban on all forms of slavery, slavery-like practices, servitude or other forms of domination or oppression in the workplace environment, for example through extreme economic or sexual exploitation and humiliation.
- ensuring that employment is free from any discrimination. This requires that no employee is disadvantaged based on, among other things, national and ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief, unless this is justified by the requirements of the employment. Unequal treatment also includes paying unequal pay for work of equal value. In addition, there is an obligation to avoid or eliminate harassment and insults.
- ensuring the freedom of association. Employees must be guaranteed the right to freely organise or join employee representative bodies. This includes the right to strike and the right to collective bargaining.
- compliance with the applicable legislation on working hours, remuneration, minimum wage, social benefits and the use of external personnel, especially security personnel, regardless of the contractual structure (e.g. work contract or temporary work). If there is no national legal regulation on working hours, the international standards of the ILO apply.
- compliance with national occupational health and safety regulations in order to avoid the risk of accidents at work or work-related health hazards. This includes identifying, assessing and reducing actual and potential accident and health risks, recording and investigating incidents, training and instructing employees in a form they can understand, ensuring appropriate structural, electrical and fire safety, and providing suitable work equipment and protective equipment, as well as appropriate measures for emergency preparedness and response. In addition, the supplier ensures access to water, adequate sanitation facilities and hygiene products.
- the protection of livelihoods. This means that no harmful soil, water or air pollution, harmful noise emissions or excessive water consumption are caused that are likely to (i) significantly impair the natural basis for the preservation and production of food, (ii) deny a person access to safe water, (iii) impede or destroy any person's access to sanitation facilities, or (iv) harm the health of any person;

- compliance with the prohibition of unlawful appropriation of land, forests and waters, the use of which secures a person's livelihood.
- compliance with the prohibition of torture. The use of security forces must not lead to a violation of the prohibition of torture and cruel, inhuman or degrading treatment, injury to life and limb, or freedom of association and coalition.

2. EXPECTATIONS REGARDING ENVIRONMENTAL LEGISLATION

KALDEWEI expects its suppliers to comply with environmental legislation. This includes in particular the use of mercury and mercury compounds in products/manufacturing processes and through the treatment of mercury waste, the use and disposal of persistent organic pollutants as well as the collection, storage and disposal of resulting waste, or the cross-border shipment of hazardous waste and its disposal.

3. CLIMATE PROTECTION AND CLIMATE NEUTRALITY

KALDEWEI encourages its suppliers to take effective measures in line with the Paris Climate Agreement to reduce direct and indirect CO₂ emissions, including working on continuous improvements, promoting the use of renewable energy and alternative energy sources. These measures also include the development and application of an appropriate environmental and energy management system. KALDEWEI expects its suppliers to strive for measures to ensure the efficient and responsible use of resources such as energy, water and raw materials to protect biodiversity, promote the reuse of raw materials, avoid and reduce waste, wastewater pollution and pollutant emissions.

4. ANTITRUST AND COMPETITION LAW, CORRUPTION AND BAN ON MONEY LAUNDERING

KALDEWEI obliges its suppliers to comply with applicable antitrust and competition law. This includes the prohibition of abusing a dominant market position and engaging in anti-competitive business practices.

Any form of corruption must be avoided. Suppliers are not permitted to participate directly or indirectly in acts of bribery, whether by accepting or granting advantages in order to influence a decision in business practice or the exercise of office, neither in relation to business partners nor to public officials.

Appropriate measures must be taken to comply with legal obligations to prevent money laundering and the financing of terrorism. Money laundering means that the origin of illegally obtained money, e.g. from terrorism, drug trafficking, organised crime or other crimes, is concealed by smuggling it into the legal economic cycle, thereby creating the appearance OF LEGITIMACY.

TAKING ON RESPONSIBILITY TOGETHER

As part of our risk management, we regularly analyse our suppliers to determine whether and which potential risks of violation of the legislation mentioned under B. exist. The supplier assures to fulfil the expectations mentioned under A. and B. To ensure that our expectations are implemented, we work closely with our suppliers. KALDEWEI therefore attaches great importance to checking compliance with our expectations on a risk-based basis through suitable, effective measures such as audits and self-assessment questionnaires.

The supplier is obliged, upon request, to obtain and transmit information and documents that are necessary for KALDEWEI to comply with human rights and environmental obligations as set out in the Code of Conduct. In the event of a violation of the human rights and/or environmental obligations set out in this Supplier Code of Conduct under A. and B. the supplier undertakes to put an immediate end to the violation and to develop and implement concepts to end and minimise violations with the support of KALDEWEI.

KALDEWEI reserves the right to terminate individual or all contractual relationships, if the supplier demonstrably does not meet our expectations contained in this Supplier Code of Conduct, or does not seek and implement improvement measures or does not take remedial measures within a reasonable period of time set by KALDEWEI.



AHLEN, 02/2024

CONTACT PERSON FOR COMPLIANCE

IF YOU HAVE ANY QUESTIONS OR SUGGESTIONS ABOUT COMPLIANCE AT KALDEWEI, YOU CAN CONTACT US AT ANY TIME.

KALDEWEI can be notified of violations or impending violations of this Supplier Code of Conduct at any time via the whistleblower system set up at

<https://customer-portal.smartintegrityplatform.com/DE/kaldewei-351/third-party/home>

The whistleblowers will be informed about the processing and the result.

When submitting information, the legitimate interests of business partners and the rights of employees, in particular with regard to the protection of data and business secrets, must be protected; the same applies to violations or impending violations by subcontractors of the business partners.

The business partners must inform those potentially affected about the rights arising from this Code of Conduct and point out the possibility of reporting violations to KALDEWEI. Whistleblower system:

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