

Our understanding of sustainability and trusting cooperation.

K.Brandstätter CNC-Mechanik GmbH, as an owner-operated family business and supplier for almost all industries, is obliged to adhere to ethical basics, loyalty, integrity and law-abiding behaviour. We have committed ourselves to a free basic order, fair trade and a considerate and trusting work environment. Sustainability is an essential part of our business and the basis for our corporate conduct.

As a medium sized company doing business globally, we receive raw materials and intermediate products in order to ensure our customers' long-term success through innovative solutions. In addition to our responsibility for our customers, we feel obliged to humanity and the environment and therefore align our company management and our business accordingly. As a result, not only technical, procedural and economical aspects determine our cooperation with our suppliers in the framework of our acquisition activities, but also a responsible and sustainable handling of our human and natural resources.

This supplier code of conduct defines the basics and requirements, which Brandstätter expects from its suppliers and business partners. Brandstätter's suppliers and partners must ensure that, in addition to local/national legal requirements, the provisions and basics formulated in this supplier's code of conduct are adhered to as well. This obligation also applies to all associated entities and corporations of the signed business partner (associated companies = direct / indirect interest > 50%).

If poor compliance with the basics depicted in the supplier's code of conduct is suspected, Brandstätter reserves the right to request respective explanations and information from the supplier and business partner. If the supplier repeatedly and verifiably fails to comply with correctional requests, Brandstätter has the right to terminate the business relationship without notice.

Requirements to suppliers

A.) Legal Conformity

Brandstätter expects its suppliers to adhere to the laws of the respective applicable legal system.

B.) Business Conduct

Prohibition of Corruption and Bribery

Brandstätter expects its suppliers to not tolerate any kind of corruption or bribery and to not participate in any way in such conduct, neither directly nor indirectly. This includes not offering, providing or promising government officials or private business partners gifts in order to influence official conduct or to achieve any kind of unfair advantage. Furthermore, Brandstätter's suppliers agree not to participate in money laundering activities and to adhere to the legal obligations regarding money laundering.

Competition, agreements, property rights and conflicts of interest

Brandstätter expects its suppliers to strive for fair competition and to act pursuant to national and international competition laws and to not enter any negotiations (price agreements / sharing markets or customers / market, quotation negotiations) or to participate in such actions. Brandstätter requires their suppliers to respect the (intellectual) property of others. Furthermore, all conflicts of interest, which may impact the business relations sustainably, must be avoided.

C.) Employee Conduct

Law-abiding conduct and discrimination

Brandstätter expects its suppliers to adhere to the basic labour laws of the respective national legal system and to strive for equal opportunity and equal treatment of their employees, regardless of their nationality, social background, gender, age, skin colour, race, physical deficiencies (handicaps), sexual identity, political or religious belief, and that they will accept and respect the personal dignity as well as the rights and privacy of each and every individual.

Employment

Brandstätter expects that its suppliers would never employ any person against their will and will not condone forced labour in their facilities. Brandstätter's suppliers declare that they will not tolerate unacceptable treatment of employees and will take measures to counteract this. Furthermore, Brandstätter expects their suppliers to ensure the adherence to the legal, national provisions regarding work hours and will observe the other rights of their employees (setting up employee representation and holding meetings collectively).

Child Labour

Suppliers must ensure that any type of child labour in their companies is strictly prohibited and must not be tolerated.

Minimum Compensation

Brandstätter requires its suppliers to compensate their employees adequately and that their compensation is in accordance with the national regulations as well as the official minimum pay requirements and laws. For the completion of orders placed, the suppliers may partner only with those companies or sub-companies that have signed the same agreement with the signed supplier.

Safety

Brandstätter's suppliers agree to take responsibility for the safety and health of their employees and to take due precautions. The respective effective national laws regarding health care and work safety must be observed.

D.) Environmental Protection

Brandstätter expects its suppliers to adhere to the applicable environmental laws and to observe international standards and regulations. In order to continuously reduce environmental damage and hazards and to improve environmental protection measures, suppliers will build adequate environmental management systems and will implement those into their daily business transactions.

Supplier's Declaration

The supplier confirms receipt of the Brandstätter Supplier Code of Conduct and agrees to comply with the above mentioned basics and regulations of the Brandstätter Supplier Code of Conduct and to ensure its fulfillment, in addition to all existing and future requirements stemming from other contracts with K.Brandstätter CNC-Mechanik GmbH. The supplier also declares and agrees to enforce the above-mentioned principles and regulations also for his subsequent companies and suppliers and to ensure their fulfillment.

Place, Date

Company stamp

Signature



We set a successful tone

Our goal is to convince demanding customers with technical know-how, innovative ideas and individual problem solving skills. In the course of partnerships, some of them for many years of cooperation, we have accumulated a significant customer base, of which we are very proud.

K.Brandstätter CNC-Mechanik GmbH

Heckenackerstr. 9

75365 Calw

www.brandstaetter-gmbh.de



Suppliers Code of Conduct

K.Brandstätter CNC-Mechanik GmbH
75365 Calw
www.brandstaetter-gmbh.de

**Copy
Supplier**

Our understanding of sustainability and trusting cooperation.

K.Brandstätter CNC-Mechanik GmbH, as an owner-operated family business and supplier for almost all industries, is obliged to adhere to ethical basics, loyalty, integrity and law-abiding behaviour. We have committed ourselves to a free basic order, fair trade and a considerate and trusting work environment. Sustainability is an essential part of our business and the basis for our corporate conduct.

As a medium sized company doing business globally, we receive raw materials and intermediate products in order to ensure our customers' long-term success through innovative solutions. In addition to our responsibility for our customers, we feel obliged to humanity and the environment and therefore align our company management and our business accordingly. As a result, not only technical, procedural and economical aspects determine our cooperation with our suppliers in the framework of our acquisition activities, but also a responsible and sustainable handling of our human and natural resources.

This supplier code of conduct defines the basics and requirements, which Brandstätter expects from its suppliers and business partners. Brandstätter's suppliers and partners must ensure that, in addition to local/national legal requirements, the provisions and basics formulated in this supplier's code of conduct are adhered to as well. This obligation also applies to all associated entities and corporations of the signed business partner (associated companies = direct / indirect interest > 50%).

If poor compliance with the basics depicted in the supplier's code of conduct is suspected, Brandstätter reserves the right to request respective explanations and information from the supplier and business partner. If the supplier repeatedly and verifiably fails to comply with correctional requests, Brandstätter has the right to terminate the business relationship without notice.

Requirements to suppliers

A.) Legal Conformity

Brandstätter expects its suppliers to adhere to the laws of the respective applicable legal system.

B.) Business Conduct

Prohibition of Corruption and Bribery

Brandstätter expects its suppliers to not tolerate any kind of corruption or bribery and to not participate in any way in such conduct, neither directly nor indirectly. This includes not offering, providing or promising government officials or private business partners gifts in order to influence official conduct or to achieve any kind of unfair advantage. Furthermore, Brandstätter's suppliers agree not to participate in money laundering activities and to adhere to the legal obligations regarding money laundering.

Competition, agreements, property rights and conflicts of interest

Brandstätter expects its suppliers to strive for fair competition and to act pursuant to national and international competition laws and to not enter any negotiations (price agreements / sharing markets or customers / market, quotation negotiations) or to participate in such actions. Brandstätter requires their suppliers to respect the (intellectual) property of others. Furthermore, all conflicts of interest, which may impact the business relations sustainably, must be avoided.

C.) Employee Conduct

Law-abiding conduct and discrimination

Brandstätter expects its suppliers to adhere to the basic labour laws of the respective national legal system and to strive for equal opportunity and equal treatment of their employees, regardless of their nationality, social background, gender, age, skin colour, race, physical deficiencies (handicaps), sexual identity, political or religious belief, and that they will accept and respect the personal dignity as well as the rights and privacy of each and every individual.

Employment

Brandstätter expects that its suppliers would never employ any person against their will and will not condone forced labour in their facilities. Brandstätter's suppliers declare that they will not tolerate unacceptable treatment of employees and will take measures to counteract this. Furthermore, Brandstätter expects their suppliers to ensure the adherence to the legal, national provisions regarding work hours and will observe the other rights of their employees (setting up employee representation and holding meetings collectively).

Child Labour

Suppliers must ensure that any type of child labour in their companies is strictly prohibited and must not be tolerated.

Minimum Compensation

Brandstätter requires its suppliers to compensate their employees adequately and that their compensation is in accordance with the national regulations as well as the official minimum pay requirements and laws. For the completion of orders placed, the suppliers may partner only with those companies or sub-companies that have signed the same agreement with the signed supplier.

Safety

Brandstätter's suppliers agree to take responsibility for the safety and health of their employees and to take due precautions. The respective effective national laws regarding health care and work safety must be observed.

D.) Environmental Protection

Brandstätter expects its suppliers to adhere to the applicable environmental laws and to observe international standards and regulations. In order to continuously reduce environmental damage and hazards and to improve environmental protection measures, suppliers will build adequate environmental management systems and will implement those into their daily business transactions.



Supplier's Declaration

The supplier confirms receipt of the Brandstätter Supplier Code of Conduct and agrees to comply with the above mentioned basics and regulations of the Brandstätter Supplier Code of Conduct and to ensure its fulfillment, in addition to all existing and future requirements stemming from other contracts with K.Brandstätter CNC-Mechanik GmbH. The supplier also declares and agrees to enforce the above-mentioned principles and regulations also for his subsequent companies and suppliers and to ensure their fulfillment.

Place, Date

Company stamp

Signature



We set a successful tone

Our goal is to convince demanding customers with technical know-how, innovative ideas and individual problem solving skills. In the course of partnerships, some of them for many years of cooperation, we have accumulated a significant customer base, of which we are very proud.

K.Brandstätter CNC-Mechanik GmbH

Heckenackerstr. 9

75365 Calw

www.brandstaetter-gmbh.de



Suppliers Code of Conduct

K.Brandstätter CNC-Mechanik GmbH
75365 Calw
www.brandstaetter-gmbh.de