



# CODE OF CONDUCT FOR SUPPLIERS

for all suppliers of HKR Automotive GmbH

**HKR Automotive GmbH** (hereinafter referred to as “**HKR**”) views sustainability as an essential component of its business processes. HKR is committed to the highest standards of product quality, safety, and integrity. We want to ensure that working conditions in our supply chain are safe, that employees are treated with respect and dignity, and that our manufacturing processes are safe and environmentally friendly.

**HKR** has created this SUPPLIER CODE OF CONDUCT to engage its suppliers. Accordingly, HKR expects its suppliers to implement and adhere to appropriate processes for complying with and further developing these principles and this Code of Conduct.

**he supplier hereby declares:**

- **Laws and Ethical Principles**

The personnel and business operations of the HKR supplier must act and be conducted in full compliance with all laws, regulations, ordinances, and standards applicable in the respective countries, as well as with all minimum industry standards, conventions of the International Labour Organization (ILO), and the United Nations Global Compact, whereby the regulations with the strictest requirements shall apply.

- **Labor and human rights**

The **HKR** supplier undertakes to promote equal opportunity and equal treatment for its employees regardless of their ethnic origin, skin color, race, nationality, social background, any disabilities, sexual orientation, political or religious beliefs, or their gender or age.

Furthermore, the supplier hereby declares that it respects and upholds the personal dignity, privacy, and personal rights of every individual. It does not tolerate any behavior that is sexual, coercive, threatening, abusive, or exploitative.

The HKR supplier complies with the respective national laws and regulations regarding working hours,

wages, salaries, and employer benefits. The compensation and benefits paid or provided for the standard workweek meet at least the respective national statutory minimum standards or the minimum standards of the respective national economic sectors.

The HKR supplier shall not employ any workers who are below the minimum age for employment as defined by the relevant legislation or in ILO Convention 138. The HKR supplier shall not use any form of forced labor. This includes prison labor, slave labor, or labor resulting from human trafficking.



- **Corruption, Bribery, Extortion**

The HKR supplier complies with applicable national anti-corruption laws and does not tolerate any form of corruption or bribery, including any illegal offers of payment or similar benefits intended to influence decision-making. No one may exploit the company's business relationships for their own or another's benefit or to the detriment of the company. In particular, this means that in business dealings, no unauthorized private benefits (e.g., money, tangible assets, services) may be granted or accepted that are likely to influence an objective decision. HKR and the supplier shall avoid any activities or situations that could lead to a conflict between the private interests of an HKR employee or business partner and the business interests of HKR. As soon as a business partner becomes aware of a conflict of interest, they shall inform HKR immediately.

- **Whistleblower**

The supplier may not dismiss, demote, suspend, threaten, harass, or otherwise discriminate against employees, contractors, subcontractors, or employee representatives because they have reported or are reporting a violation in accordance with the Code of Conduct—including to a regulatory or law enforcement authority or to a person with supervisory authority—provided that the report was demonstrably unsuccessful within the company. The provision of information or other assistance in an investigation, as well as testimony in legal proceedings, is also covered by the above-mentioned protection provisions.

- **Health and Safety**

The HKR supplier undertakes to assume responsibility for the health and safety of its employees, to comply with applicable occupational health and safety regulations, and to ensure a safe and healthy work environment in order to protect the health of its employees and prevent risks such as accidents, injuries, and work-related illnesses.

- **environmental protection**

The supplier is committed to environmental responsibility and sustainable development that meets the needs of the present generation without compromising the ability of future generations to meet their own needs. Therefore, the supplier complies with all applicable environmental laws, regulations, and standards and operates an effective system for identifying and eliminating potential environmental hazards to minimize environmental impacts and risks and improve environmental protection in daily business operations. The supplier will use resources sustainably by reducing the consumption of energy, water, raw materials, and consumables. In addition, the supplier will establish and maintain appropriate environmental management processes, including but not limited to climate protection, air quality, responsible chemical management, soil protection, water protection, biodiversity, waste treatment and management, noise protection, and the prevention of deforestation.



- **Responsible supply chain**

HKR believes that the extraction and trade of minerals and raw materials can generate income, growth, and prosperity, secure livelihoods, and promote local development. However, we also recognize the risk of contributing to adverse impacts such as human rights violations and conflicts. The supplier respects all internationally recognized human rights and maintains responsible supply chain management for all materials relevant to the industries in which HKR operates, particularly those from conflict-affected and high-risk areas.

## Supplier's Declaration of Compliance with HKR's Code of Conduct

We hereby confirm:

1. We have received the Code of Conduct and hereby undertake to comply with the principles and requirements set forth in this Code of Conduct, in addition to our obligations under the supply contracts and the Quality Assurance Agreement (QSV) with HKR Automotive GmbH.
2. We agree that this declaration is subject to the same substantive law under which the supply contracts and agreements with HKR Automotive are concluded.
3. Any breach of the obligations set forth in these Code of Conduct shall be considered by HKR Automotive GmbH as a material breach of contract on the part of the supplier.

company name:

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Name / Title / Position:

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Place, Date:

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Legally binding signature:

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