

CODE OF CONDUCT for SUPPLIERS



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| - FALLS NICHT ANDERS ANGEGEBEN, MUSS DIE GÜLTIGKEIT AUSGEDRUCKTER DOKUMENTE MIT DER FREIGEgebenEN VERSION IM IMS/SHAREPOINT ÜBERPRÜFT WERDEN - | | | | | | | | |

1 Introduction

Economic success and social responsibility are inseparable. Responsible and ethical behaviour towards, employees, SUPPLIERS, society and the environment is a fixed component of REGENT's value system. Compliance with the law in our corporate dealings is only natural for us.

REGENT's Code of Conduct for SUPPLIERS is based on the principles of internationally recognised standards of responsible company management. This commitment also has to be expressed in our relationships with SUPPLIERS. For our SUPPLIERS, therefore, the Code of Conduct for SUPPLIERS lays down binding minimum requirements in the business relationship with REGENT. The continuity and further development of successful business relationships essentially depend on a common commitment to integrity and responsible entrepreneurship.

Therefore, we expect our SUPPLIERS to observe and implement the standards of the REGENT Code of Conduct for SUPPLIERS. Wherever local laws make higher demands than the Code of Conduct, these laws shall take precedence.

SUPPLIERS in the sense of this Code of Conduct for SUPPLIERS are all third parties who act for, in the name of or together with REGENT and we expect them to adhere to our standards as laid down herein. These include suppliers, sales partners, subcontractors and freelance employees.

2 Integrity

SUPPLIERS must act ethically and with integrity in order to accept social responsibility. This includes the following aspects:

2.1 Integrity in business dealings

The SUPPLIERS must forbid every form of corruption, extortion, breach of trust, misappropriation and money laundering and may neither practise nor tolerate such behaviour. SUPPLIERS may neither offer nor accept illegal incentives (e.g. bribes) in business dealings with SUPPLIERS or public officers. SUPPLIERS may not offer REGENT employees gifts or other gratuities for their personal advantage that could be regarded as bribes.

As a matter of principle, gifts or entertainments may not serve the purpose of influencing a business relationship in an unfair way and may not violate applicable laws or ethical standards.

2.2 Conflicts of interests

SUPPLIERS are responsible for avoiding situations that could lead to a conflict of interests or give the impression of being such a conflict of interests.

Moreover, SUPPLIERS shall inform REGENT of every situation that could lead to a conflict of interests, e.g. if employees from REGENT enjoy professional, private and/or considerable financial advantages or hold shares in one of the SUPPLIER's companies.

2.3 Fairness in competition

Our SUPPLIERS shall commit themselves to fair and unimpaired competition as the basic principle of a free economy and obey applicable antitrust laws. They shall refrain from competition-restricting collusion with competitors, suppliers, sales companies, dealers and customers as well as competition-restricting practices. These include, for example, price fixing with competitors, the distribution of customers or sales regions between competitors, anticompetitive boycotts and the illegal exchange of competitively sensitive information with competitors.

2.4 Conflict minerals

The SUPPLIERS shall ensure that no products are supplied to REGENT that contain conflict materials (tin, tantalum, tungsten, gold or the corresponding ores) whose raw materials or derivatives originate from a conflict region where they contribute directly or indirectly to the funding or support of armed groups, or where they cause or abet violations of human rights.

3 Treatment of employees and other persons

The SUPPLIERS must respect human rights in their companies and treat their employees fairly and with respect. This includes the following aspects:

3.1 Prohibition of child labour

We do not tolerate child labour in our supply chain. The SUPPLIERS shall avoid every kind of child labour in their companies. The definition of child labour is oriented to the core labour standards of the International Labour Organisation (ILO) as well as the principles of the UNGC. If a local law prescribes a higher statutory minimum age for workers or a longer compulsory school attendance, then the higher age applies.

3.2 Prohibition of forced labour

We do not tolerate slavery, bondage, forced labour – in whatever form – or human trafficking in our supply chain. Debt bondage or indentured servitude as well as involuntary prison labour shall also not be accepted. Practices such as the retention of personal property, passports, wages, education certificates and work or other documents on unreasonable grounds are not acceptable.

3.3 Working hours, remuneration and other benefits

The SUPPLIERS shall comply with the respectively applicable statutory working hours regulations and those specified by the ILO. It is expected of the SUPPLIERS that they will offer their employees a fair and competitive remuneration and other benefits and that they will advocate the same remuneration for the same work.

3.4 Equal treatment and inclusion

The equal treatment of all employees should be an essential basic principle of the SUPPLIERS' corporate policy. Discriminatory behaviour typically relates – knowingly or unknowingly – to irrelevant personal features such as age, handicap, ethnic origin, marital status, gender, gender expression and identity, genetic information, national origin, physical features, political affiliation, pregnancy, religion, social origin, sexual orientation, membership of a trade union or another illegal criterion.

REGENT encourages suppliers to create an inclusive and supportive working environment.

3.5 Fair treatment and working conditions

SUPPLIERS shall treat their employees fairly, without sexual harassment, sexual abuse, physical punishment or torture, mental or physical force, or verbal abuse, and without the threat of such treatment.

4 Health and safety, protection of the environment

The SUPPLIERS shall take appropriate precautions to protect the health and safety of their employees, customers, visitors, contractors and other persons who could be affected by their activities. Apart from that they shall act in a sustainable, ecologically responsible and resource-conserving manner.

4.1 Occupational health and safety

The SUPPLIERS shall protect their employees appropriately against chemical, biological and physical hazards. Physically demanding tasks as well as conditions and risks at the place of work arising from the use of the infrastructure available at the place of work shall be managed in such a way that the employees are protected against hazards. The SUPPLIERS shall provide for appropriate checks, safe work processes, appropriate maintenance and the necessary technical protective measures in order to reduce health and safety risks at the workplace and to avoid accidents and occupational illnesses.

4.2 Safety information and training courses

The SUPPLIERS shall provide their employees and external SUPPLIERS with safety information on workplace risks that have been determined and train them accordingly in order to ensure reasonable protection at all times.

4.3 Waste and emissions

The SUPPLIERS shall ensure safety and compliance with the regulations in the handling, storage, transport, disposal and recycling of waste products, exhaust gases and wastewater. Tasks that could have negative effects on the health of people and/or on the environment shall be handled, measured and checked in an appropriate manner.

4.4 Resources and climate protection

The SUPPLIERS shall use natural resources (e.g. water, energy sources, raw materials) sparingly and preserve them. In order to preserve natural resources, SUPPLIERS should support the use of generally recognised and developed sustainability standards and certifications. Negative effects on the environment and climate that are caused by the SUPPLIERS themselves or within their supply chains should be minimised or prevented at the source.

5 Compliance with the Regent Supplier's Code of Conduct

Regent expects the SUPPLIERS to adhere to the principles of this Code of Conduct by providing corresponding means in their companies and integrating all of the principles applying to them in their guidelines and processes.

Furthermore, Regent expects the SUPPLIERS to also implement the principles set out in this Code of Conduct in their upstream supply chain.

The SUPPLIERS grant REGENT the right to evaluate their sustainability performance following prior notice with an appropriate period. The evaluation shall be carried out directly by REGENT or a qualified third party, e.g. in the form of an assessment or inspection.

6 References

Global Compact of the United Nations: www.unglobalcompact.org

UN Declaration of Human Rights: www.un.org/en/rights

International Labour Standards (ILO): www.ilo.org/global/standards/lang--len/index.htm

OHSAS 18001 Healthy & Safety Standard: www.ohsas-18001-occupational-health-and-safety.com

International Organization for Standardization (ISO): www.iso.org