



# Supplier Code of Conduct Bender

## 1. Preamble

Bender expects its suppliers and business partners to act ethically and sustainably in accordance with international standards. The objective of this Supplier Code of Conduct is to define a shared benchmark for responsible conduct along the supply chain – in line with the German Supply Chain Due Diligence Act (LkSG), the UN Guiding Principles on Business and Human Rights, and the core labor standards of the International Labour Organization (ILO).

## 2. Scope

This Code applies to all direct suppliers of Bender worldwide. Furthermore, suppliers are expected to promote corresponding standards within their own supply chains.

## 3. Principles of Social Responsibility

### 3.1 Compliance with Applicable Laws

Suppliers commit to complying with all national and international laws, especially those relating to labor, social issues, the environment, and competition. In countries with weak governance, internationally recognized standards must be applied.

### 3.2 Integrity and Business Ethics

- Prohibition of corruption, extortion, bribery, and other unethical behavior
- Fair competition and transparent business practices
- Protection of trade and business secrets

### 3.3 Open Communication

Suppliers communicate openly about risks, grievances, or human rights and environmental impacts within their supply chain. Documents must be properly prepared and retained.

## 4. Human Rights and Working Conditions

### 4.1 Recognition of Human Rights

Suppliers respect universal human rights under the UN Charter and promote compliance throughout their value chain.





## 4.2 ILO – Core Labor Standards

- Prohibition of child labor
- Prohibition of forced labor
- Prohibition of discrimination
- Freedom of association
- Fair remuneration
- Regulation of working hours

## 4.3 Health and Safety

Suppliers ensure safe and health-promoting working conditions. Measures must be taken to prevent workplace accidents and occupational diseases.

## 4.4 Protection Against Harassment

All forms of physical, sexual, psychological, or verbal abuse are prohibited. A zero-tolerance policy applies to harassment.

## 5. Environmental Protection

Suppliers commit to environmentally conscious actions in accordance with the principles of the 1992 Rio Declaration:

- Compliance with environmental laws and regulations
- Responsible use of resources
- Minimization of environmental impact

## 6. Implementation and Monitoring

Suppliers:

- establish appropriate management systems to comply with this Code
- provide information and grant audits when necessary
- commit to effective remedy in the event of violations

## 7. Consequences of Violations

A violation of this Supplier Code of Conduct may result in actions up to and including the termination of the business relationship. Bender reserves the right to take appropriate legal action in the case of serious violations.

