

SUSTAINABILITY COVENANT

1 OBJECT

Environmental protection and social responsibility are part of the basic values of the STIWA Group and form the basis of long-lasting company policy. For STIWA Advanced Products GmbH (STIWA) it is important that our partners deliver perfect quality and that they orient themselves worldwide to ecological and social minimum standards.

For this reason, uniform environmental and social standards were introduced in supplier relationship.

The following standards specify STIWA's expectations of how suppliers are to conduct their business activities with respect to central environmental and social aspects. The standards shall be considered a basis and the prerequisites to be able to successfully shape the business relationship between STIWA and its partners.

2 APPLICATION AREA

The sustainability covenant contains expectations on aspects of environmental protection, employee rights and health and safety in the workplace and is applicable for all STIWA business relationships.

STIWA shall be entitled to verify adherence to the aforementioned standards with suppliers on site upon prior notice. STIWA expects that suppliers will ensure adherence to these standards and by their sub-suppliers.

These standards shall give rise to the assertion of no third party claims of any kind.

3 COOPERATION

Suppliers play a decisive role in STIWA's commercial success. Partnership-like conduct results in continuous business relationships characterised by mutual benefit. Therefore STIWA relies on close cooperation with its suppliers. Fundamental values for the cooperation are integrity, fairness, transparency and partnership. Any corrupt conduct is to be rejected.

4 ENVIRONMENTAL PROTECTION

STIWA expects from its suppliers adherence to all relevant environmental protection laws and provisions of the country in which they operate.

Further, STIWA expects adherence from its suppliers to the following standards:

4.1 Creation and use of environmental management systems

Environmentally oriented management is one of the foremost aims of our company policy. STIWA therefore expects a suitable environmental management system from all suppliers with production sites.

4.2 Active interaction with ecological challenges

Ecological challenges must be met with caution and foresight. Measures are to be taken to responsibly interact with the environment. An essential aim is developing and proliferating environmentally friendly technologies.

4.3 Avoiding damage to health and the environment

Products and processes minimising the consumption of resources

Negative effects on the environment and to the health of employees are to be prevented in all activities or kept to a minimum.

The economical use of energy and raw materials, the reduction of greenhouse gas emissions, the use of renewable resources and minimisation of damages to health and the environment are to be taken into consideration in the development and manufacturing of products (product and process development, manufacture, usage, etc.).

4.4 Waste and recycling

In the development, manufacture and for the utilisation phase of products as well as in the development and execution of production processes and other activities the avoidance of waste, the reuse, recycling as well as the non-hazardous environmentally friendly disposal of residual waste are to be taken into consideration.

4.5 Employee training regarding environmental protection

Employees are to be informed, qualified and motivated in environmental protection corresponding to their responsibilities.

5 EMPLOYEE RIGHTS

For STIWA the respect for universal human rights is the basis of all business relationships. STIWA hence expects adherence from its suppliers to universal human rights and the labour laws in the country where they operate. The following standards shall also be adhered to

5.1 Freedom of association

The fundamental right of all employees to form and to join unions and workers' representations shall be recognised. Where this right is restricted by local laws alternative lawful workers' representation is to be supported.

5.2 No discrimination

Equal opportunity and equal treatment regardless of ethnic origin, skin colour, gender, religion, nationality, sexual orientation, social background or political affiliation, insofar as this is based on democratic principles and tolerance vis-à-vis differently minded people, shall be guaranteed. Employees shall be fundamentally selected, hired and promoted on the basis of their qualifications and abilities.

5.3 No compulsory labour

STIWA rejects any intentional use of forced and compulsory labour including bonded or involuntary prison labour.

5.4 No child labour

Child labour is prohibited. The minimum age of employment under statutory regulations shall be observed.

5.5 Compensation

Compensation and benefits, which are paid or provided for a normal workweek, shall at least meet the respective national legal minimum standard and/or the minimum standards of the respective country's industrial sector.

5.6 Work hours

Work hours shall at least meet each national legal provision and/or the minimum standards of the respective country's industrial sector.

5.7 Occupational health and safety

The supplier shall at least adhere to each national standard for a safe and hygienic work environment and shall in this framework meet the appropriate measures to guarantee health and safety at the workplace in order to ensure that employment conditions conform to health and safety standards.

6 TRANSPARENT BUSINESS RELATIONSHIP

6.1 Avoidance of conflicts of interests

It is assumed that the business partners of STIWA make their decisions solely on the basis of objective criteria and are not influenced by personal interests and relationships.

6.2 Fight against corruption

STIWA rejects all corrupt and business harming behavior. STIWA demands from its business partners that they also reject and prevent any form of corruption.



7 FAIR MARKET BEHAVIOR

7.1 Free competition

STIWA demands from its business partners to comply with all valid and applicable competition and antitrust laws.

7.2 Import and export controls

When importing and exporting goods/services, all valid and applicable laws must be observed.

7.3 Money laundering

Business partners shall only enter into business relationships with business partners whose integrity they are convinced of. They must ensure that the applicable legal provisions against money laundering are not violated.

8 DUTY OF CARE FOR THE PROMOTION OF RESPONSIBLE SUPPLY CHAINS FOR MINERALS FROM CONFLICT AND HIGH-RISK AREAS

STIWA expects its suppliers to avoid any minerals originating from conflicting melts. Minerals are classified as conflicted if extraction, transportation, trade, handling, processing or export directly or indirectly supports non-governmental armed groups.

Information on the melts or refineries used by the supplier or subcontractor for minerals, such as tin, tantalum, tungsten and gold must be provided to STIWA upon request.

The supplier is aware of STIWA’s expectations regarding sustainability and hereby undertakes to comply with the principles set out in this sustainability agreement.

Company name or official company stamp

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Location, date

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Duly signed