



Code of conduct for suppliers

of
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The Supplier Code of Conduct is part of all contracts between X2E Holding GmbH or its subsidiaries and their suppliers. In addition, we expect our suppliers to communicate all of the principles described to their suppliers and subcontractors and to encourage them to comply with these standards.

1. Compliance with law and order

Compliance with the legal system is mandatory for all business decisions. This must be respected at local, national and international level. Our suppliers comply with all national and international rules of antitrust law and trade control and take appropriate and necessary preventive measures in this regard. Acting responsibly is a top priority. Our suppliers undertake not to engage in unfair competition and to reject conflicting activities (e.g. money laundering). They keep their books and records in accordance with applicable law and assume financial responsibility.

2. Diversity and equal opportunity

We expect our suppliers to show mutual respect and to treat each other responsibly. They are required to pay attention to equal opportunities - a person may not be discriminated against on the basis of gender identity, ancestry, origin, nationality, social origin, religion, world view, sexual orientation, physical or mental abilities, disabilities, age or political, social or trade union activity. In the sense of equal rights, our suppliers are committed to inclusion as well as women's rights and promote diversity within the company.

3. Working conditions

Our suppliers are required to observe the minimum wages set by law and to comply with applicable labor laws regarding working hours and vacations. The right to form and join organizations of their choice and to engage in collective bargaining must be granted to employees at all times. The rights of young workers must be particularly protected. Any kind of child labor, forced labor, slavery and human trafficking will not be tolerated by our suppliers. Care must be taken to ensure that the working environment is free from any form of discrimination at all times. Insults or (sexual) harassment have no place there. Our suppliers must protect their employees from any form of retaliation. When using private or public security forces, it must be ensured that those concerned are protected from violence, torture and other restrictions on their rights.

4. Occupational safety

We demand that our suppliers provide their employees with a working environment free of hazards and health risks. Our suppliers must take measures to protect health in the workplace. Applicable laws and regulations on occupational safety and accident prevention must be scrupulously observed. Possible sources of accidents must be reported or eliminated immediately.

5. Export controls and economic sanctions

Our suppliers agree to comply with export control regulations and applicable economic sanctions related to their business and to provide accurate and truthful information about them to customs and other authorities as required.

6. Dealing with business partners and competitors

Our suppliers know their contractual obligations to business partners and act accordingly. They do not accept any illegal benefits, condemn any kind of corruption and do not exploit business relationships for private gain. In case of possible conflicts of interest, the X2E Group must be informed. Our suppliers are committed to fair and undistorted competition. This includes in particular the protection of intellectual property (e.g. patents, trademarks, copyrights, designs, samples and know-how). Plagiarisms may neither be circulated nor acquired.

7. Handling of environment and resources

We presuppose sustainable, environmentally conscious and resource-saving actions. All applicable laws and regulations for the protection of the environment are followed by our suppliers. Soil and water quality are under special protection and must not be impaired. Water consumption is to be reduced wherever possible and management is to be geared to ensuring that the resource is used efficiently. Biodiversity must not be harmed by the company's activities, but must be promoted wherever possible. Responsible use of resources is a prerequisite; our suppliers reject any actions that contravene this, such as deforestation.

8. Mitigation of environmental pollution and decarbonization

Any emissions (water, air, noise, greenhouse gases) as well as waste are to be reduced to a minimum in accordance with the state of the art and polluting emissions are to be treated before they are released. The reuse and recycling of raw materials, products, etc. shall be promoted to the best possible extent. In order to minimize CO2 emissions to the point of CO2 neutrality, the use of renewable energy sources is to be enforced and, where possible, the use of fossil fuels is to be dispensed with. Suppliers can voluntarily report on the greenhouse gas emissions caused by their business activities.

9. Land use, forest and water rights

Our suppliers have a responsible land policy and adhere to internationally agreed standards. Property rights and rights of use must be protected, and land and property rights as well as the rights of local people must be respected and not violated. Illegal evictions are not to be tolerated.

10. Data protection

Our suppliers must comply with the legal requirements on data protection and information security. We require our suppliers to protect confidential information, to use it appropriately and to ensure that the data protection rights of the company, its employees and its customers are respected. Disclosure of confidential information to third parties (whistleblowing) is prohibited.