

# Code of Conduct for Suppliers

## 1. Preamble

As a company, we have a social responsibility. We commit to a liberal constitution, fair market economy, and free competition. We respect the laws and cultures of the countries in which we operate. At all of our sites, we support innovative approaches and projects that promote social development and serve the people. We promote equality and reject discrimination of any form. At the same time, we heed transparency, reliability, and openness in both inward and outward communication. After all, this creates trust. Last but not least, the protection of the environment and health is very close to our hearts. We therefore, consistently use the best technology in order to prevent any harmful effect resulting from our economic activity.

We see a common understanding of socially and ecologically responsible action and of ethical business behavior as an essential basis for this.

For future cooperation, we therefore agree on the validity of the following regulations.

## 2. Requirements of Suppliers

### 2.1 The most important basic principle: We observe the law.

Our suppliers obey the laws of the countries in which they are active.

### 2.2 Social responsibility

#### Human rights

Our suppliers protect the internationally acknowledged human rights and actively promote their observance.

#### The exclusion of forced labor

Our suppliers reject every form of forced labor and respect the principle of freely chosen occupation. Furthermore, there must be no unacceptable handling of workers, for example, in the form of psychological severity, sexual or personal molestation.

#### The prohibition of child labor

Our suppliers only employ workers who have reached the minimum age required to do work in accordance with the applicable legislation. They also respect and observe the rights of children.

#### Fair working conditions

Our suppliers pay remuneration and social benefits that are at least in accordance with national and local legal standards, regulations or agreements. The applicable regulations on working hours and holidays are complied with.

#### Freedom of association

Our suppliers respect freedom of association and the right to form interest groups. They grant their employees the right to pursue their interests on the basis of the applicable national legislation. Workers' representatives must be protected against discrimination.

#### Equal opportunity

Our suppliers do not tolerate discrimination against employees on the basis of gender, color, nationality, disability, political conviction, ethnic or social origin, religion, age, sexual orientation or other reasons. The personal dignity, privacy and personal rights of each individual are respected.

#### Health protection and safety at the workplace

Our suppliers are responsible for a safe and healthy working environment and, within this framework, take appropriate measures to ensure health and safety at work in order to ensure health-friendly employment conditions.

#### Complaint mechanism

Our suppliers are responsible for setting up an effective complaint mechanism at the company/plant level. They ensure the protection of whistleblowers from retaliation.

#### The handling of conflict minerals

Our suppliers establish processes for the conflict minerals tin, tungsten, tantalum and gold as well as for other raw materials

such as cobalt in accordance with the guiding principles of the Organization for Economic Cooperation and Development (OECD) for the fulfilment of due diligence requirements to promote responsible supply chains for minerals from conflict and high-risk areas.

## 2.3 Ecological responsibility

### Compliance with valid environmental regulations

Our suppliers assume responsibility with regard to environmental protection and comply with all applicable regulations regarding the environment and sustainability.

### The treatment and discharge of industrial wastewater

Our suppliers classify, monitor, check and treat wastewater from operations, production processes and sanitary facilities before discharge or disposal. In addition, measures are introduced to reduce the production of wastewater.

### The handling of waste and hazardous substances

Our suppliers avoid or reduce their waste volumes and emissions into the air, water and soil. During disposal, the applicable legal requirements are complied with.

### Reducing the consumption of raw materials and natural resources

Our suppliers reduce or avoid the use and consumption of resources during production and the generation of waste of any kind, including water and energy.

### Dealing with energy consumption/efficiency and greenhouse gas emissions

Our suppliers monitor and document their energy consumption. They strive to improve energy efficiency and minimize energy consumption. Their doing so and use of renewable energies should reduce greenhouse gas emissions.

### The impact on biodiversity, climate change and water scarcity

Our suppliers reduce the impact of their activities on biodiversity, climate change and water scarcity.

## 2.4 Ethical business conduct

### Conflicts of interests

Our suppliers make decisions on the basis of objective considerations and are not unduly guided by personal interests. If our supplier becomes aware of a potential conflict of interest, he will inform Q.ANT of this immediately.

### Fair competition

Our suppliers behave fairly in competition and comply with the applicable legal regulations that protect free competition. In addition, they do not enter into any agreements or concerted practices with other companies which have as their objective or effect the prevention, restriction or distortion of competition and do not unlawfully exploit any market-dominating position.

### Corruption

Our suppliers are based on the highest standards of integrity. They comply with the applicable anti-corruption laws.

## Foreign trade regulations

Our suppliers comply with all foreign trade and customs regulations as well as sanctions regimes.

## Data protection

Our suppliers comply with the applicable laws and regulations for data protection.

## Intellectual property

Our suppliers respect intellectual property rights.

## Trade secrets

Our suppliers ensure that confidential information of Q.ANT is kept secret. This also applies after the end of the business relationship.

## Money laundering and the financing of terrorism

Our suppliers comply with the relevant legal provisions for the prevention of money laundering and terrorist financing.

# 3. Implementation of Requirements

Q.ANT expects its suppliers to comply with this code of conduct.

Q.ANT reserves the right to check compliance with this code of conduct at its suppliers in an appropriate manner through audits.

A violation of this code of conduct constitutes an impairment of the business relationship between Q.ANT and the supplier. In such a case, Q.ANT reserves the right to demand the initiation of appropriate countermeasures. If it can be proven that no suitable countermeasures have been taken by the supplier within a reasonable period of time or if the infringement is so serious that a continuation of the business relationship becomes unacceptable for Q.ANT, Q.ANT reserves the right to terminate the contractual relationship in question without notice.

Suppliers must also communicate these expectations to their own supply chain and work towards their compliance with it.

If you have any concerns about unlawful conduct or misconduct, please contact [orders@qant.de](mailto:orders@qant.de).