

Supplier Code of Conduct

For us, ALFRED TALKE GmbH & Co. KG and its affiliated companies within the meaning of the German Stock Corporation Act (hereinafter referred to as "TALKE"), it is of great importance to promote responsible, prudent and sustainable behavior towards our employees, our business partners, society and the environment.

This TALKE Supplier Code of Conduct defines binding rules of conduct and principles relating to sustainability and corporate social responsibility and applies to all TALKE suppliers. We expect our suppliers to commit to social labor and business practices, fair conduct and full compliance with all applicable laws. All TALKE suppliers must comply with applicable national and international laws and regulations as well as the principles of the TALKE Supplier Code of Conduct.

Our aim is to work only with suppliers who act in accordance with the principles of the TALKE Supplier Code of Conduct, sign it at our request, accept possible changes over time, support all sustainability processes and oblige their own suppliers to comply accordingly.

Human Rights/ Labor and Social Standards

- You respect and protect all nationally and internationally recognized human rights!
- You are not complicit in human rights violations and act strictly in accordance with recognized human rights!
- You support fair working conditions!
- You prohibit all forms of discrimination in employment and occupation!
- You prohibit and do not tolerate child and forced labor!

Environment, Health & Safety

- You protect the life and health of employees, neighbors and the public!
- You promote safe and environmentally-friendly transportation and make the best possible use of environmentally-friendly technologies!
- You use resources and products carefully and efficiently!

Fair Competition

- You respect and observe all national and international applicable regulations that protect fair competition and anti-trust law!
- You prevent any exchange of confidential information and data with competitors!
- Fair business practices have the highest priority in your company!

Avoidance of Conflicts of Interest

- Keep personal interests strictly separate from business matters! This is the best way to avoid any conflicts of interest when fulfilling the order!

Fighting Corruption

- You do not tolerate any kind of corruption!
- You prohibit and prevent extortion and bribery in your business relationships!
- You strictly prohibit the acceptance/demand or offering/granting of material benefits that could influence relevant processes or decisions!
- You prohibit all forms of bribe payments and money laundering! Violations will be prosecuted!

Data Protection

- All confidential and protected information or documents, as well as personal data of employees, customers and other companies are subject to confidentiality and secrecy!
- You must observe the laws and regulations, such as the German Data Protection Regulation (GDPR) and, in Germany, the Federal Data Protection Act (BDSG)

Further information can also be found in our TALKE Code of Conduct and in the TALKE Declaration of Principles on Respect for Human Rights and Environmental Due Diligence on our website at www.talke.com.

Signature of the supplier

Location, Date