

Code of Conduct for Suppliers

1. Januar 2024

PREAMBLE

Forster Profilsysteme AG is a leading European provider of innovative and sustainable architectural steel systems. We are fully aware of the responsibility we bear toward our customers, shareholders, employees and the communities in which we work. Thus, we have given ourselves a strict set of ethical values to guide us in our business dealings.

We expect all our suppliers, i.e., all companies who do business with any Forster company, to adhere to the same ethical principles. For this purpose, FORSTER has drawn up this Supplier Code of Conduct, which sets the standard in general and for doing business with a FORSTER company.

1. LABOR AND HUMAN RIGHTS

Suppliers must uphold the human rights of workers and treat them with dignity and respect as understood by the international community. Suppliers shall comply with all laws applicable to its business. Suppliers should support the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights as well as the 1998 International Labour Organization Declaration on Fundamental Principles and Rights at Work, in accordance with national law and practice. This especially applies to:

1.1 Child Labor

Suppliers shall not employ children under the age of 15. In no case shall the work or employment of persons ages 13 to 15 be permitted if this prevents the minor from complying with compulsory schooling or training requirements and is harmful to their health or development. This shall be particularly so where national law or regulations permit children from 13 to 15 to perform light work. However, dangerous work can only be carried out from the age of 18.

1.2 Forced Labor

Suppliers shall make no use of forced or compulsory labor.

1.3 Compensation and Working Hours

Suppliers shall comply with the respective national laws and regulations regarding working hours, wages, benefits and vacation time.

Workers must be paid in a timely manner, and the basis on which workers are being paid must be clearly conveyed to them in a timely manner.

1.4 Discrimination

Suppliers should promote the diversity and heterogeneity of the individuals in the company.

Suppliers shall not discriminate against any worker based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, national origin, or

marital status in hiring and employment practices such as applications for employment, promotions, rewards, access to training, job assignments, wages, benefits, discipline, and termination.

1.5 Fair Treatment

Suppliers must be committed to a workplace free of harassment. Suppliers shall not threaten workers with or subject them to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental coercion, physical coercion, verbal abuse or unreasonable restrictions on entering or exiting company provided facilities.

2. HEALTH & SAFETY

Forster recognizes that integrating sound health and safety management practices into all aspects of business is essential to maintain high morale and produce innovative products.

Suppliers shall comply with applicable occupational health and safety laws and regulations and provide a safe and healthy working environment so as to prevent accidents and injury.

2.1 Occupational injury & Chemical exposure Prevention

Suppliers must eliminate physical and chemical hazards where possible. In all cases, Suppliers must provide workers appropriate personal protective equipment. Workers must have the right to refuse unsafe working conditions without fear of reprisal until management adequately addresses their concerns.

Suppliers must establish procedures and systems to manage, track, and report occupational injury and illness.

2.2 Emergency Prevention, Preparedness, and Response

Suppliers must anticipate, identify, and assess emergency situations and events and minimize their impact by implementing emergency plans and response procedures.

2.3 Ergonomics

Suppliers must identify, evaluate, and control worker exposure to physically demanding tasks, including manual material handling, heavy lifting, prolonged standing, and highly repetitive or forceful assembly tasks.

3. ETHICS

Suppliers must be committed to the highest standards of ethical conduct when dealing with workers, suppliers, and customers.

3.1 Improper Payments/Bribery

Suppliers shall comply with international anti-bribery standards as stated in the United Nations Global Compact as well as local anti-corruption and bribery laws. In particular, Suppliers may not offer services, gifts or benefits to FORSTER employees in order to influence employee conduct in representing FORSTER.

3.2 Fair Business, Advertising, and Competition

Suppliers must uphold fair business standards in advertising, sales, and competition.

3.3 Disclosure of Information

Suppliers must disclose information regarding its business activities, structure, financial situation, and performance in accordance with applicable laws and regulations and prevailing industry practices.

3.4 Community Engagement

Suppliers are encouraged to engage the community to help foster social and economic development and to contribute to the sustainability of the communities in which they operate.

3.5 Protection of Intellectual Property

Suppliers must respect intellectual property rights; safeguard customer information; and transfer of technology and know-how must be done in a manner that protects intellectual property rights.

4. ENVIRONMENT

Suppliers shall comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment.

Suppliers shall give proof of efforts of reducing its own ecological footprint, of recycling materials - if possible in a closed loop - and of obtaining environmental labels for their products.

4.1 Hazardous Substance Management and Restrictions

Suppliers must with any applicable laws and regulations prohibiting or restricting specific substances (such as REACH). To ensure safe handling, movement, storage, recycling, reuse, and disposal, Suppliers must identify and manage substances that pose a hazard if released to the environment and comply with applicable labeling laws and regulations for recycling and disposal.

4.2 Pollution Prevention and Resource Reduction

Suppliers must endeavor to reduce or eliminate waste of all types, including water and energy, by implementing appropriate conservation measures in their facilities, in their maintenance and production processes, and by recycling, re-using, or substituting materials.

4.3 Business Continuity Planning

Suppliers shall be prepared for any disruptions of its business (e.g., natural disasters, terrorism, software viruses, illness, and infectious diseases).

4.4 Management Systems

Suppliers must adopt or establish a management system designed to ensure compliance with this Code and applicable laws and regulations, identify and mitigate related operational risks, and facilitate continuous improvement (such as ISO 14001, amongst others).

4.5 Business Partner Dialog

Suppliers shall communicate the principles stated in the Code and detailed above to its subcontractors and other business partners who are involved in supplying the products and services described in the main contract. Suppliers shall motivate such parties to adhere to the same standards.

Compliance with Suppliers Code of Conduct

FORSTER reserves the right, upon reasonable notice, to check compliance with the requirements of Suppliers Code of Conduct. FORSTER encourages its suppliers to implement their own binding guidelines for ethical behavior.

Suppliers agree that it is responsible for controlling its own supply chain. It further agrees to encourage any subsequent provider of goods and services used by Suppliers to comply with ethical standards, human rights, health and safety and environmental standards when performing its obligations under this Agreement.

Any breach of the obligations stipulated in this Supplier Code of Conduct is considered a material breach of contract by Suppliers.

Name:.....

First Name:

Company:.....

Function:.....

Location and date:.....

Signature:.....