

Our understanding of sustainability in Supplier management (Code of Conduct)

The Granula Group sees sustainability as an essential part of our business processes. As a technology group with a high level of materials expertise, we purchase raw materials, goods and services from suppliers worldwide in order to ensure the sustainable success of our customers with innovative product and service solutions.

The basis for this is responsible corporate management geared towards long-term value creation. For this reason, we involve suppliers directly in our sustainability strategy. In addition to procedural, economic and technical criteria, we also pay attention to social and ecological aspects in our procurement activities such as human rights, working conditions, corruption prevention and environmental protection.

In the field of tension between product/service, market, region and process, costs, quality, reliability, innovation and sustainability are important factors for us when selecting and evaluating suppliers.

The Granula Group expects its suppliers to comply with the applicable national laws, the principles of the United Nations Global Compact and this Code of Conduct in their activities. Furthermore, it is expected that they introduce processes to ensure compliance with applicable Support legislation in their companies and promote continuous improvement in relation to the principles and requirements of the Granula Group Supplier Code of Conduct. Furthermore, the Granula Group expects from its suppliers to ensure that their affiliated companies also comply with and recognize all principles and requirements described here.

dealing with employees

The Granula Group expects its suppliers to comply with the basic employee rights of the applicable national legislation. In addition, the Granula Group expects the core labor standards of the International Labor Organization (ILO) to be recognized, taking into account the laws and legal forms applicable in the various countries and locations.

Child labor

The Granula Group expects its suppliers to prohibit and refrain from any kind of child labor in their companies.

discrimination

The Granula Group expects its suppliers to promote equal opportunity and treatment and to prevent discrimination when hiring workers, promoting or providing training and education. No employee may be disadvantaged because

of their gender, age, skin color, culture, ethnic origin, sexual identity, disability, religious affiliation or world view.

forced labour

The Granula Group expects its suppliers not to allow forced labor in their companies.

Freedom of Association

The Granula Group expects its Suppliers in accordance with the national Legislation to respect employee rights, a to form employee representation and conduct collective bargaining.

remuneration and working hours

The Granula Group expects its suppliers to comply with the applicable national legislation on working hours. Furthermore, it is expected that the employees of the suppliers receive remuneration that is in accordance with the applicable national laws.

trade secrets

The Granula Group obliges its employees to observe company and business secrets. Confidential information and confidential documents may not be passed on to third parties without authorization or made accessible in any other way, unless authorization has been granted to do so or the information is publicly accessible.

Health protection and occupational safety

The Granula Group expects its suppliers to comply with the applicable national health and safety legislation. Suppliers are also expected to set up an appropriate occupational safety management system and apply (e.g. according to OHSAS 18001). This includes, on the one hand, containing actual and potential occupational safety risks and, on the other hand, training employees in order to prevent accidents and occupational diseases as best as possible.

environmental protection

The Granula Group expects its suppliers to comply with applicable national environmental laws, regulations and standards. Suppliers are also expected to set up and use an appropriate environmental management system (e.g. in accordance with ISO 14001) in order to minimize environmental pollution and hazards and to improve environmental protection in day-to-day business operations.

behavior in the business environment

Prohibition of corruption and bribery

The Granula Group expects its suppliers not to tolerate corruption and to ensure that their companies comply with

the United Nations (UN) and Organization for Economic Co-operation and Development (OECD) conventions on combating corruption and relevant anti-corruption laws. In particular, they ensure that their employees, subcontractors or representatives do not offer, promise or grant any advantages to the employees of the Granula Group or third parties related to them with the aim of obtaining an order or other preferential treatment in business dealings.

invitations and gifts

The Granula Group expects its suppliers not to abuse entertainment and gifts to influence them. Invitations and gifts to Granula Group employees or persons close to them are only granted if the occasion and scope are appropriate, ie they are of low value and can be viewed as an expression of generally accepted local business practice. Likewise, Suppliers shall not make unreasonable demands on Granula Group employees advantages.

Avoiding Conflicts of Interest

The Granula Group expects its suppliers to make decisions related to their business with the Granula Group based solely on objective criteria. Conflicts of interest with private matters or other economic or other activities, also from relatives or other close people or organizations, are avoided at the outset.

Free competition

The Granula Group expects its suppliers to compete fairly and comply with applicable antitrust laws. Suppliers participate neither participate in anti-trust agreements with competitors nor abuse a potentially existing dominant position.

money laundering

The Granula Group expects its suppliers to comply with relevant legal obligations to prevent money laundering and not to engage in money laundering activities.

supplier relationships

The Granula Group expects its suppliers to communicate all the principles and requirements described here to their subcontractors and suppliers and also take them into account when making their selection. The suppliers encourage their subcontractors and suppliers to comply with the described standards on human rights, working conditions, corruption prevention and environmental protection within the framework of the to comply with their contractual obligations.

Compliance with the Supplier Code of Conduct

Compliance with the principles and requirements from

This Supplier Code of Conduct by the suppliers can be checked by means of supplier self-assessments, which are carried out at most once a year. In addition, in coordination with the supplier, on-site audits can be carried out by a third party commissioned by the Granula Group. In the case of such an audit to check the sustainability standards, the supplier bears the costs, which as a rule should not exceed a maximum of EUR 5,000. The audit results are sent to the Granula Group.

Any violation of the principles and requirements stated in the Supplier Code of Conduct will be regarded as a significant impairment of the contractual relationship on the part of the supplier. If there is a suspicion of non-compliance with the principles and requirements described in the Supplier Code of Conduct (e.g. negative media reports), the Granula Group reserves the right to request information about the relevant facts. Furthermore, the Granula Group has the right to terminate individual or all contractual relationships with suppliers who Supplier Code of Conduct verifiably not fulfilled or who do not seek and implement any improvement measures after Granula has given them a reasonable period of time to do so, extraordinary to terminate without notice.

credentials

Based on the COC of the BME
www.bme.de

United Nations Global Compact
www.unglobalcompact.org

Universal Declaration of Human Rights
www.un.org/en/rights

International Labor Standards (ILO)
<http://www.ilo.org/global/standards/lang--en/index.htm>

OHSAS 18001 Healthy & Safety Standard
www.ohsas-18001-occupational-health-and-safety.com

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