

CMBlu is committed to full integrity and high standards of business conduct in everything we do. We expect the same from our partners.

These CMBlu Supplier Guidelines define CMBlu's principles and requirements for suppliers, contractors, consortium partners, consultants and business partners (hereinafter jointly referred to as "suppliers") regarding the shared responsibility of CMBlu and its suppliers for people and the environment.

Our suppliers are responsible for ensuring that they, their employees, agents, suppliers and subcontractors comply with the standards and principles set forth in this guideline and all other obligations towards CMBlu.

The supplier hereby agrees to the following:

The fundamental principle

- **Compliance with laws, guidelines and regulations**
 - to comply with all laws, guidelines and regulations of the applicable legal jurisdiction.

Part of a modern society

- **Mutual respect, equal treatment and fair employment conditions**
 - to promote and treat all employees equally irrespective of their skin color, race, nationality, social origin, any disability, sexual orientation, political or religious convictions as well as their gender or age;
 - to respect the dignity, privacy and personal rights of every individual;
 - not to force anyone to work or to employ them against their will;
 - not to tolerate unacceptable treatment of workers, such as psychological hardship, sexual harassment and personal harassment or discrimination;
 - not to tolerate and actively prevent any conduct that is sexual, abusive, threatening, exploitative, or otherwise coercive;
 - to remunerate all employees appropriately and at least in accordance with the national minimum wages stipulated by law, if such stipulations exist;
 - to comply with the maximum working hours laid down by law in the respective country;
 - to the extent legally permissible, to recognize the freedom of association of employees and to not to favor or discriminate against workers in workers' organizations or trade unions.
- **Prohibition of child labor**
 - not to hire or employ workers younger than 15 years of age are. In countries covered by the ILO Convention 138 exemption for developing countries, the minimum age may be reduced to 14 years.
- **Health, Safety and Environment**
 - to act responsibly for the health and safety of its employees;
 - to contain risks and take the best possible precautionary measures against accidents and occupational diseases
 - provide training and ensure that all employees are professionally trained in labor safety;
 - to establish and operate an appropriate labor safety management system;
 - to observe environmental protection with regard to all legal norms and international standards;
 - to minimize environmental pollution and continuously improve environmental protection;
 - to establish and operate an appropriate environmental management system.
- **Relationships with suppliers (supply chain)**
 - adequately promote compliance with the contents of this guideline within the supply chain;
 - not to discriminate against anyone in the selection of suppliers.

Fair Trade

- **Compliance in international trade**
 - not to pass on technical information of CMBlu to third parties without the expressed consent of CMBlu and to comply with all relevant laws and regulations on import, export or re-export of goods, services, software, technology or technical data.
- **Cooperation with public authorities and the battle against corruption**
 - to maintain and enforce internal corporate policies requiring adherence to lawful business practices, including a prohibition against bribery of governmental officials;
 - not to offer or provide, directly or indirectly, anything of value, including cash, bribes, gifts, entertainment or kickbacks, including offers of employment, or participation in a contest, game or promotion, to any CMBlu employee, representative or CMBlu customer or to any government official in connection with any CMBlu procurement, transaction or business dealing.
- **Competition law**
 - to act in accordance with national and international competition laws and not to enter into any price agreements, agreements regarding allocation of markets or customers, market agreements or bidding agreements.
- **Responsible procurement of materials**
 - take appropriate measures to avoid the use of raw materials in its products, which directly or indirectly finance armed groups that violate human rights or whose mining entails significant disadvantages for large sections of the population.

Respect for the property of others

- **Confidentiality and intellectual property**
 - to respect the intellectual property rights of others.
- **Data protection and information security**
 - respect personal rights and protect the data of CMBlu employees, customers and suppliers;
 - to take and maintain the necessary technical and organizational measures to ensure the security and confidentiality of CMBlu data and to prevent accidental or unlawful destruction, loss, alteration, misuse or unauthorized processing of CMBlu data;
 - to protect supplier companies and premises from interference by criminal or terrorist persons or organizations

Avoidance of conflicts right from the start

- **Conflicts of interest**
 - avoid any conflicts of interest that may adversely affect business relationships. This includes avoiding insider trading and passing on insider knowledge.

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