

Supplier Code of Conduct

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ECKART is committed to long-term sustainable development and strives to be a sustainable and reliable partner in the value chain. We seek suppliers whose policies regarding ethical, social, and environmental issues are consistent with our own¹, and the purpose of this document is to make the suppliers aware of our commitments and expectations.

The principles set out in this Supplier Code of Conduct (“Code”) apply to all ECKART suppliers worldwide and are minimum requirements. Suppliers must always comply with applicable international and national laws, regulations and conventions. If applicable international and national laws, regulations and conventions are stricter than this Code, they shall prevail.

Suppliers shall ensure their own compliance with the Code as well as compliance throughout the value chain. By entering into a business relationship with ECKART, suppliers accept and agree to fully comply with the Code.



1 ETHICAL BUSINESS PRACTICES

We are committed to operating in accordance with strong ethical principles, as detailed in our Corporate Code of Conduct and expect our suppliers to take responsibility for ensuring their conduct conforms to these principles.

- Suppliers shall comply with all applicable laws and regulations, including requirements relating to anti-corruption, anti-competitive practices, sanctions and trade controls, anti-money laundering, prevention of criminal tax evasion.
- Suppliers shall not solicit, accept, offer, provide or authorize bribes of any sort either directly or indirectly.
- Suppliers shall avoid any conflict of interests with their obligations to ECKART and take reasonable steps to declare and manage any conflicts, including in respect of their employees.



2 HUMAN RIGHTS

We support and respect internationally recognized human rights as set out in the Universal Declaration of Human Rights and in a manner consistent with the United Nations (UN) Guiding Principles on Business and Human Rights.

- Supplier shall treat all its employees, regardless of employment form, fairly, with dignity and respect, in accordance with fundamental human rights.
- Suppliers must have adequate procedures for compliance and redress of human rights violations.
- Suppliers shall not use, or support any use of, child labor or other child exploitation.

- Suppliers must not use, be complicit in, or benefit from any forced or involuntary labor (including modern slavery and human trafficking).
- Suppliers shall not tolerate physical punishment, unlawful detention, or physical, sexual, verbal harassment or abuse.
- Suppliers shall not discriminate in hiring and employment practices on the basis of ethnicity, caste, national or social origin, religion, age, disability, gender, marital status, sexual orientation or identity, union membership or political opinion.
- Suppliers shall act responsibly towards neighboring society, safeguard the rights of indigenous people and landowners and treat all members of society fairly and with dignity and respect.
- Suppliers shall not tolerate nor profit from, contribute to, assist with or facilitate the commission of war crimes or other serious violations of international humanitarian law, crimes against humanity or genocide.



3 LABOR RIGHTS

We uphold the International Labor Organization (ILO) Declaration on the Fundamental Principles and Rights at Work (Core Labor Standards). We expect our suppliers to respect the ILO Core Labor Standards to treat their workforce fairly and with respect.

- Suppliers shall respect the right of workers to form and join, or not to join, a trade union of their choice and to bargain collectively without fear of reprisals.
- Suppliers shall comply with applicable laws, collective bargaining agreements and industry standards on working hours, leave and public holidays.
- Suppliers shall ensure that employees are paid a fair wage which should at least meet national or industry minimum standards and at least be sufficient to cover the basic needs of the employee and provide some discretionary income.



4 HEALTH AND SAFETY

We believe all fatalities, injuries and occupational diseases are preventable and expect our suppliers to take the necessary responsibility for maintaining safe and healthy workplaces.

- Suppliers shall comply with all applicable laws and regulations to ensure a safe and healthy working environment.
- Suppliers shall have appropriate policies and controls protecting the safety and health of their workforce.
- Suppliers shall provide a safe and healthy working environment, including appropriate personal protective equipment and regular health and safety training to their workforce.



5 ENVIRONMENT

We are responsible for the environment and seek opportunities to reduce our environmental footprint. We aim to protect and conserve land, air, water, biodiversity and energy resources.

- Suppliers shall comply with all applicable laws and regulations to protect the environment. They shall maintain all legally required environmental permits, licenses, approvals and other certifications.
- Suppliers shall conduct business in a responsible way with as little impact on the environment as possible. This includes having an

environmental management system, or as a minimum an environmental policy and a system including a risk assessment approach, to prevent, mitigate and control environmental damage caused by their operations.

- Suppliers shall continuously strive to minimize greenhouse gas emissions.
- Suppliers shall minimize the amount of waste by recycling or sending waste for appropriate treatment to minimize environmental impact.
- Suppliers shall strive to reduce their energy and water consumption to minimize their operations' impact on the environment by setting reduction targets, monitoring energy and water use and reviewing the targets regularly.
- Supplier shall promote renewable energy sources and shall purify and reuse water when possible.



6 CONFLICT MINERALS

We are committed not to source any supplies that are derived from minerals originating from conflict regions.

- Suppliers that deliver products containing cobalt, tin tungsten, tantalum and gold to ECKART must have a clear policy in place regarding all conflict minerals.

- When sourcing from conflict-affected or high-risk areas, suppliers must be compliant with section 1502 of the Dodd Frank Act and must follow the OECD Due Diligence Guidance for responsible Supply Chains of Minerals from Conflict-Affected and High-Risk areas.
- Suppliers must have a due diligence process in place which traces such minerals back to their origin, and upon request, provide evidence of accuracy and validity of the sourcing of the minerals.



7 MONITORING

Suppliers shall have an appropriate process in place to verify compliance with this Code.

Suppliers shall, upon request, participate in audits and provide ECKART with information and data (including self-assessments) to verify compliance with the Code. ECKART, and any third party appointed by ECKART, shall have the right to access all sites of the suppliers and its sub-contractors to perform such audits.

Any non-compliance of the Code must be reported to ECKART. Reports can be made directly to the relevant contact person at ECKART. Breaches of the Code may also be reported to our corporate whistleblower reporting channel at safecall.co.uk.

As non-compliance with this Code may have negative consequences for ECKART, ECKART reserves the right to terminate the business relationship with any supplier who has, directly or indirectly, materially breached this Code.

¹ See ALTANA Code of Conduct (www.altana.com) and ECKART Labour & Human Rights Policy (www.eckart.net)



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