

## What we stand for – Supplier Code

ista, a globally active company, is committed to ethical, legally compliant and socially responsible corporate governance. We continually strive to optimize the sustainability of our corporate actions, and, if possible, to implement them together with our suppliers.

ista pledges to adhere to the principles listed in this Supplier Code and also expects its suppliers and their employees throughout the world to adhere to it. Suppliers are responsible for monitoring and supporting compliance with the outlined requirements in their own supply chain to the best of their abilities.

### General Principles

#### Comply with the Law

ista's contracting party (hereinafter referred to as the "Supplier") shall comply with the national and transnational laws as well as national and international conventions.

#### Develop Safe Products

People and the environment shall not be harmed as a result of the Supplier's products. Standards specified by law, in particular in respect of product safety, shall be complied with. The Supplier shall furnish information about the safe use of its products.

#### Refrain from Corruption and Bribery

Any form of attempted corruption or bribery, in particular inappropriate gifts, are to be refrained from in dealings with ista employees, in the name of ista and similarly in dealings with other business partners of the Supplier.

#### Promote Fair Competition

All the Supplier's business activities are subject to the rules of fair competition. The Supplier shall comply with the cartel laws and the German Unfair Competition Act.

#### Protect Data and Intellectual Property

The Supplier shall respect the protection of data and intellectual property of third parties and those of ista.

#### Prevent Money Laundering and Terrorism Financing

The Supplier undertakes to comply with the valid national and international measures in the fight against money laundering and terrorism financing.

### Human Rights

#### Protect Children

The Supplier may not permit any persons under the age of 15 to work at its company as employees. Dangerous activities may only be performed by employees who are older than 18 years of age. (ILO Convention 138)

#### Prevent Forced Labour

Forced and compulsory labour are prohibited. The Supplier may not request that employees hand over their identification papers or work permits as a precondition for being appointed. (ILO Convention 29)

#### Prevent Discrimination

Employees may not be discriminated against in respect of their appointment or remuneration as a result of sex, age, ethnic origin or national affiliation, religion, sexual identity, union membership or disability. (ILO Conventions 100, 111)

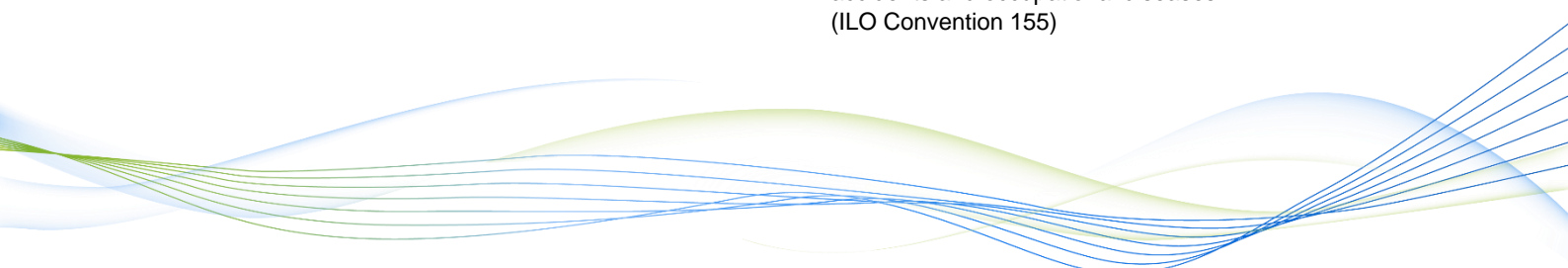
#### Treat Employees Fairly

The Supplier may not in any form physically or psychologically punish employees. This applies, in particular, if employees report in good faith company practices that violate national, international or internal provisions.

### Working Conditions

#### Create Safe and Healthy Workplaces

Health protection and occupational safety are to be complied with as part of national provisions. The Supplier must make guidelines on occupational safety available to its employees to minimise accidents and occupational diseases. (ILO Convention 155)



### **Safeguard Appropriate Payment**

The Supplier undertakes to pay its employees wages that safeguard their livelihood.

### **Comply with Working Hours**

The Supplier guarantees not to exceed the maximum working hours specified in the respective national statutory laws and collective agreements.

### **Safeguard Right to Collective Negotiations and Freedom of Association**

The employees are entitled to engage in collective negotiations and form a union.  
(ILO Conventions 87, 98)

## **Environmental Protection**

### **Endeavour to Achieve CO<sub>2</sub>-Neutrality**

ista's goal is to be CO<sub>2</sub>-neutral at the latest by 2030. The Supplier undertakes to support ista in this goal and produce and distribute its products and services in a CO<sub>2</sub>-neutral manner by 2030 at the latest. The Supplier shall regularly inform ista about measures and projects that contribute to the reduction of CO<sub>2</sub> emissions and communicate the current status.

### **Careful Use of Resources**

The Supplier shall minimise the consumption of raw materials in every business activity. It shall, in particular, pay attention to the economical use of energy and water.

### **Avoid and Prevent Detrimental Effects on the Environment**

The Supplier shall reduce environmental pollution and emissions to a minimum within the scope of technical possibilities.

### **Avoid Hazardous Substances**

Substances that pose a risk to people and the environment are to be avoided wherever possible. The Supplier shall maintain or introduce a hazardous substance management system that ensures safe use and transport as well as safe storage, reprocessing, reuse and disposal.

### **Develop Environmentally-Compatible Products**

When developing products and services, the Supplier shall ensure that these are economical in their use of energy and natural resources. Products should be suitable for reuse, safe disposal or recycling.

### **Operate Management Systems**

The Supplier shall implement management systems that ensure compliance with the principles listed here and certify them according to recognized standards. ista gives preference to suppliers who actively operate a quality management system in accordance with ISO 9001, an energy management system 50001, an environmental management system in accordance with ISO 14001 or OHSAS 18001 for occupational safety or equivalent systems.

## **Realisation**

### **Create Transparency**

The Supplier shall make this Code of Conduct available to all employees involved in the manufacture of ista products or the rendering of services, e.g. by way of notices in production and offices.

Employees can and should report violations of this Code to ista using the following contact options:

E-Mail: [compliance@ista.com](mailto:compliance@ista.com) or

Phone: 0049 201459 3086

### **Facilitate Controls**

On request, the Supplier is to make available to ista any information required for an initial assessment correctly and comprehensively as part of a self-assessment. Furthermore, the Supplier shall make other information available that furnishes proof of compliance with the Code of Conduct. ista shall monitor implementation of this Code of Conduct as part of its Supplier audits. The Supplier is to notify ista of events that conflict with the principles of the Code of Conduct.

### **Guarantee Compliance**

ista reserves the right to request remedial measures in the event of failure to comply with the Code of Conduct and, where applicable, end the collaboration.