

Supplier Code of Conduct

For Noventa AG and its affiliated companies (jointly "**Noventa**"), it is important to act sustainably in all business activities, to assume social responsibility and to meet high ethical standards. We expect our suppliers to support us in this and to comply with the following principles.

1. Scope

This Code applies to all Noventa suppliers worldwide. Suppliers shall ensure that their own suppliers and subcontractors throughout the entire supply chain also comply with the principles of this Code.

2. Compliance with the Law and Fair Competition

Suppliers shall strictly comply with all laws relating to their business activities. Noventa does not tolerate bribery or other forms of corrupt business behavior or unfair influence. Suppliers shall always conduct their business in accordance with fair competition.

3. Protection of Human Rights

Suppliers shall uphold the human rights and dignity of their employees and to treat them respectfully. Employees must not be discriminated against on the basis of nationality, religion, age, ethnic origin, gender, disability or sexual orientation. Child labor and forced labor are prohibited. Suppliers shall provide a workplace that is free from sexual harassment of any kind. Employees have the right to organize themselves into trade unions or join an association of their choice without the threat of negative consequences.

4. Health and Safety at Work

Suppliers shall ensure that their employees work in a safe and healthy environment in which at least protection against fire, accidents and hazardous substances is guaranteed. Regular training shall be provided for this purpose. Suppliers shall ensure appropriate and hygienic sanitary conditions for employees. Suppliers shall make appropriate preparations for emergency situations in the workplace, including the provision of emergency equipment, the creation of emergency plans and regular emergency drills.

5. Remuneration and Further Education

Suppliers shall pay wages that are at least at the level of the normal local wage for comparable work in the respective industry. Suppliers shall pay employees in accordance with applicable laws and agreements, in compliance with minimum wages and compensation for overtime. Wages shall be paid regularly. Deductions from wages shall be transparent and shall not be used as a disciplinary measure.

6. Environmental Protection

Suppliers are expected to operate in an environmentally responsible manner, conserve natural resources through sustainable procurement of materials, minimize the use of hazardous materials, participate in reuse and recycling activities and reduce greenhouse gas emissions wherever possible.

7. Responsible Sourcing of Metals and Minerals

Suppliers shall ensure that they only use metals and minerals from legitimate sources and that no human rights violations occur during the extraction or processing of minerals and metals.

8. Intellectual Property / Data Protection

Suppliers shall respect the intellectual property rights of Noventa and third parties. Confidential information and data shall be protected adequately. Suppliers shall not use the name or any trademark or logo of Noventa or Noventa's customers without express permission.

9. Application and Monitoring

Suppliers shall implement governance and management systems to ensure compliance with these principles and continuous improvement. Suppliers shall also prepare the necessary documentation to demonstrate compliance with these principles. Noventa has the right to verify compliance with these principles, including through inspection of the relevant documents and audits at the supplier. If a supplier or its employees believe that someone in their organization or in Noventa's supply chain violated the principles of this Code of Conduct, they are encouraged to report these concerns to Noventa. Suppliers and their employees shall investigate reported incidents and take corrective action as necessary. Noventa does not tolerate negative consequences with respect to individuals who report violations of the principles of this Code in good faith.

10. Consequences of Non-Compliance

Any failure by the supplier to comply with the provisions contained in this Code shall be considered a serious breach of the contractual agreements.

Confirmation of supplier

Supplier: _____

Address: _____

ZIP City: _____

Date: _____

N: _____

N: _____

F: _____

F: _____

S: _____

S: _____

(N - Name, F – Function, S - Signature)