

At Prym Group, we expect our suppliers to comply with applicable national laws and with this Supplier Code of Conduct. Moreover, we expect our suppliers to introduce suitable processes within their organizations that support compliance with these regulations.

Compliance with the law

Compliance with law, rules and regulations is for us an essential basic principle of responsible business conduct. We expect our suppliers adhere to legal prohibitions and requirements at all times.

Avoiding conflicts of interest

We expect our suppliers to take decisions based on objective criteria only. Any factors that might influence our suppliers' decisions due to business, private or other conflicts of interest must be prevented from the start.

Fair competition

At Prym Group, we expect our suppliers to have zero tolerance for corruption and antitrust violations. Our suppliers are expected neither to take advantage of a dominant market position they might hold nor enter with competitors into agreements that might breach antitrust laws. Furthermore, suppliers' employees or agents shall not be allowed to offer, promise or grant any advantages to any Prym Group employee with the goal of preferred treatment in the business.

Preventing money laundering

Our suppliers are expected to fulfill all respective legal obligations to prevent money laundering and not participate in money laundering activities.

Equal treatment

At Prym Group, we expect our suppliers to prohibit discrimination of employees. All employees shall be treated equally, regardless of gender, age, disability, skin color, culture, ethnic origin, sexual identity, religion or world view.

Human and labor rights

Our suppliers are expected to comply with the following:

- Prohibit forced or child labor
- Provide fair and equitable wages, benefits and other conditions of employment in accordance with local laws
- Comply with national laws on working time
- Recognize employees' rights to freedom of association

Occupational health and safety

We expect our suppliers to fully comply with applicable national statute governing health and safety at work. Our suppliers are moreover expected to train their employees for the purpose of preventing accidents and occupational diseases as best as possible.

Protection of environment

Our suppliers shall comply with all national laws, regulations and standards to protect the environment. Our suppliers are expected to establish and maintain a suitable environmental management system to minimize environmental pollution, and to improve environmental protection in their business.

We herewith declare to comply with this Code of Conduct. Moreover, we will communicate the principles laid out herein to our suppliers and take these principles into account when selecting suppliers.

Date, Name of the company (Stamp), Signatures