

## **Supply Chain Policy**

THOMAS SABO is committed to responsible business practices and a values-based corporate culture.

It is indispensable that our business partners and especially our suppliers also respect these values. Within our supply chain, we commit suppliers to our values with the "Code of Conduct for Suppliers".

Therefore, a regular internal review and evaluation of the suppliers is required according to defined specifications within the framework of risk management. The consequences are determined by the severity of the violations.

We do not source raw materials from conflict or high-risk areas and will neither condone nor benefit from the following actions:

- Torture, cruel, inhuman and degrading treatment
- Forced or compulsory labour
- Worst forms of child labour
- Human rights violations and abuses
- War crimes, violations of international humanitarian law, crimes against humanity or genocide
- Direct or indirect support of non-state armed groups (we do not tolerate direct or indirect support of non-state armed groups through the mining, transportation, trading, handling or export of minerals. We do not tolerate illegal control of mine sites, control of supply routes, illegal taxation or extortion of money or intermediary suppliers.)
- Security forces who do not protect the property or safety of employees but abuse their position to commit human rights violations
- False indications of origin with fraudulent intent
- Money laundering and corruption

**We will suspend or immediately terminate cooperation in these cases.**

Our suppliers must respect and comply with national laws, international regulations and recommendations of non-governmental organisations (NGOs) in the field of environment and sustainability in the use of natural resources.

We work with suppliers, central or local government authorities, international organisations, civil society and stakeholders to improve and monitor cooperation to prevent or mitigate risks and their negative impacts altogether through traceable and measurable steps in appropriate timeframes.

If attempts to limit the damage fail, we will suspend or completely terminate the cooperation with sub-suppliers.

External and internal stakeholders can report violations within the supply chain to [duediligence@thomassabo.com](mailto:duediligence@thomassabo.com) at any time without fear of consequences.

Lauf, in June 2024

THOMAS SABO Group