

SUPPLIER CODE OF CONDUCT



Gräf Verbindungsteile GmbH (GV) is committed to conducting its business in a responsible, sustainable, and legally compliant manner. These principles apply not only to our own operations but also to our suppliers, service providers, contractors and other business partners.

This Supplier Code of Conduct defines the minimum requirements that all suppliers and business partners are required to meet throughout their business relationship with GV

- **Compliance with Laws.** Suppliers shall with all applicable national and international laws, regulations, and governmental requirements in the countries in which they operate

- **Human Rights and Working Conditions.**

Suppliers shall respect and support internationally recognised human rights and commit to maintaining fair und lawful working conditions.

In particular, suppliers shall:

- Prohibit all forms of child labour
- Prohibit all forms of forced, bonded, or compulsory labour
- Reject and prevent all forms of human trafficking and modern slavery
- Prevent discrimination, harassment, and unequal treatment
- Promote equal opportunity and fair employment practices
- Respect employees' rights to freedom of association and collective bargaining in accordance with applicable laws
- Provide fair, safe, and respectful working conditions
- Comply with all applicable laws regarding working hours, wages, benefits and employment conditions

- **Occupational Safety and Health.**

Suppliers shall provide and maintain a safe and healthy work environment. This includes, but is not limited to

- Compliance with applicable occupational safety regulations

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- Implementation of appropriate health and safety management systems and protective measures
- Provision of suitable personal protective equipment
- Regular health and safety training for employees
- Continuous improvement of workplace health and safety performance

■ Environmental and climate protection.

Suppliers are expected to conduct their operations in an environmentally responsible manner and to minimise the environmental impact of their activities. This includes:

- Compliance with all applicable environmental laws and regulations
- Responsible use of energy, water, and natural resources
- Prevention of pollution and environmental contamination
- Proper handling, treatment and disposal of waste
- Continuous improvement of environmental performance
- Support for initiatives that reduce greenhouse gas emissions and promote climate protection.

■ Integrity and Business Ethics.

Suppliers shall act with honesty, integrity, and fairness They shall:

Reject all forms of corruption, bribery, extortion and the granting or acceptance of improper advantages

Identify, disclose, and appropriately manage conflicts of interest

Support fair and open competition

Comply with all applicable antitrust and competition laws

Maintain a clear separation between business and personal interests.

■ Fraud and Deception.

Suppliers shall not obtain any business advantage through fraudulent, deceptive or misleading practices. This includes, but is not limited to:

- Misappropriation of assets
- Falsification or manipulation of information or records

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- Misrepresentations to customers, government authorities, or business partners
- Any other fraudulent or dishonest conduct

- **Information Protection and Confidentiality.** Suppliers shall protect confidential information, intellectual property, and personal data entrusted to them. Information shall be used solely for legitimate business purposes and protected through appropriate technical and organisational security measures.

- **Product safety and quality awareness.** Suppliers shall ensure that all products and services supplied to GV comply with applicable legal, regulatory, and contractual quality and safety requirements. Employees shall be appropriately trained and understand their responsibilities regarding product safety, quality, and regulatory compliance.

- **Responsible Raw Material Sourcing.** Suppliers shall exercise due diligence regarding the origin of the raw materials used in their products. They shall take appropriate measures to prevent the sourcing of conflict minerals from conflict-affected or high-risk areas and, upon request, provide, relevant information demonstrating responsible sourcing practices.

- **Implementation and Cooperation.** Suppliers are responsible for implementing the principles set out in this Code of Conduct throughout their organisation and, where appropriate, within their own supply chains. GV reserves the right to verify compliance with this Code through supplier assessments, self-assessment questionnaires, audits or the review of appropriate documentation. Suppliers are expected to cooperate fully with such assessments.

- **Acknowledgment.** By entering into or continuing a business relationship with V, the supplier confirms that it has read, understood, and agrees to comply with the requirements of this Supplier Code of Conduct. The principles set out in this Code are intended to promote sustainable, responsible, and long-term business relationships throughout the supply chain.

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Approval note:

Date of Approval	01th of April 2026
Name	Harald Heck
Function	CEO
Signature	Signed Heck

Supplier confirmation

We hereby confirm that we have read, understood, and agree to comply with the requirements of this Supplier Code of Conduct.

Company	_____
Name	_____
Date	_____
Signature	_____