



Code of Conduct for Suppliers of the Thiel & Hoche Group

In the following Code of Conduct for Suppliers, the Thiel & Hoche Group defines its principles for the sustainable development of the company and society:

1. Corporate management

The management of the company, shareholders and executive board recognise their social responsibility and formulate a binding sustainability code based on this responsibility. This code is to be implemented at all levels of the company.

We see sustainable corporate governance and sustainable action as an ongoing process. In sustainability management, we determine our influence on sustainability issues as well as opportunities and risks with the involvement of our stakeholders and report transparently on the implementation of our sustainability goals.

2. Climate and environment

The preservation of human livelihoods through the realisation of the Paris climate targets is the focus of our actions. For this reason, achieving CO₂ neutrality has been set as the primary goal of our climate policy in the following time frames:

Scope 1: CO₂ neutrality by 2035

Scope 2: CO₂ neutrality by 2025

Scope 3: CO₂ neutrality by 2050

We determine our emission values in accordance with DIN EN ISO 14064-1 and the requirements of the Greenhouse Gas Protocol. We assess compliance with our targets on the basis of science-based findings.

Another objective is to ensure a solid environmental performance to reduce environmental impact. We are aware of the environmental impact of our activities, products and services. We counter environmental hazards by taking precautionary action and implementing measures to prevent them. We have identified the relevant environmental aspects.

We promote environmental awareness within our company, are committed to the careful and efficient use of natural resources and recycle waste wherever possible.

With regard to the environmental aspects of our production, we ensure that raw materials, materials and waste are transported, utilised and stored correctly. In this way, we avoid harming the health of employees, customers, subcontractors and the environment. We handle substances that are hazardous to the environment and health responsibly.

All processes and production methods are analysed and implemented with environmental sustainability in mind.

We design and improve our processes in such a way that the impact on the environment (land, water, air, noise) is minimised both during production and during transport, use and disposal, as is the impact of our actions on animal welfare, biodiversity, land use and deforestation.

Issue no.: 3		Page 1 from 3
Issued / last modification:	Review:	Approved and valid from:
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3. Human rights

We respect the preservation and protection of universal human rights and promote their observance within our sphere of influence.

We observe the applicable laws and demand compliance with them.

We exclude all forms of forced or compulsory labour.

We do not accept any form of child labour.

We exclude all forms of discrimination and harassment and promote diversity, equal treatment and inclusion of our employees and the rights of women.

We exclude involvement in human rights violations, do not profit from products or services that have been produced with the help of human rights violations and require our suppliers to respect human rights and responsibly source primary products and minerals.

We also respect land, forest and water rights and do not utilise land obtained by forced eviction, especially if this affects the rights of indigenous peoples.

Internal and external security staff are fully committed to our sustainability code.

4. Labour practices / rights of employees

We create and effectively maintain a safe working environment for our employees and customers. Fair pay and the promotion of our employees' health are a matter of course for us, as is compliance with statutory working hours.

We support the reconciliation of work and family life in the form of maternity leave, parental leave and part-time or mobile office options. We use surveys to measure employee satisfaction and use this as a basis for developing campaigns on environmentally friendly mobility and preventive healthcare, for example.

We respect the right of employees to represent their interests and bargain collectively within the framework of the applicable laws. Our ethical principles apply right from the recruitment stage, which is why all applicants are treated fairly, respectfully and impartially. We promote the individual development of our employees through training and further education measures and open up career prospects for suitable candidates.

5. Fair and correct operating and business practices

Our decisions are based on solid foundations and not on personal advantages, relationships or other conflicts of interest.

We maintain accurate records in accordance with legal regulations and customer requirements and disclose financial reports as required by law.

We promote fair competition, oppose all forms of money laundering, corruption, extortion and bribery, and respect national and international antitrust regulations, export control and sanction rules.

We respect the rights to material and intellectual property. Plagiarism may neither be procured nor distributed.

Issue no.: 3		Page 2 from 3
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6. Consumer concerns

We recognise our responsibility for the sustainability of our products and promote longevity and recyclability at the end of the product life cycle by using appropriate materials.

The safety of our products and the physical integrity of our end customers are at the centre of everything we do.

We protect the data of our employees and business partners and treat it confidentially.

7. Community involvement and development

We see ourselves as an active member of the neighbourhood in our community and promote cultural and social activities and the common good.

We create local jobs, invest in maintaining them and promote the training and development of our employees.

We develop and promote the use of energy-efficient and environmentally friendly technologies. This applies in particular to the use of renewable energies and other decarbonisation measures at our sites and at our suppliers.

8. Supplier management

We expect our suppliers to recognise our Sustainability Code and to pass on corresponding conditions to their subcontractors. Compliance with the sustainability requirements is checked as part of a self-assessment. If risks are identified, a review can be carried out as part of a sustainability audit.

Furthermore, we expect compliance with the principles of responsible material procurement and reporting within the framework of the Responsible Minerals Initiative (RMI) with the standardised CMRT and EMRT formats, see also: <http://www.responsiblemineralsinitiative.org/>

9. Protection from retaliation, anonymity

In the event of violations of legal regulations or the sustainability goals, whistleblowers enjoy protection against retaliation. Reports can be submitted to your contact at Thiel & Hoche or, if you wish, anonymously; a neutral reporting channel is available for this purpose at <https://thiel-hoche.trusty.report>.

Issue no.: 3		Page3 from 3
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