

Code of Conduct for Suppliers of the Körber Group

Status as of 1. January 2020

The Körber Group is committed to complying with all applicable laws and implementing high ethical standards in its fundamentals and corporate values. In doing so, the Körber Group is guided in particular by the Universal Declaration of Human Rights and the principles of the United Nations Global Compact. We expect our suppliers to share these principles. This Code of Conduct describes the minimum requirements to meet our standards.

Human Rights, Ethical Conduct and Compliance with Applicable Law

- Respect and protection of human rights
- Compliance with high ethical standards and all applicable laws
- Actions are always fair, respectful and trustworthy
- No discrimination, harassment or other unfair behavior based on sex, age, race, color, ethnic or national origin, religion, belief, sexual identity or orientation, marital status, disability or any other characteristic protected by law
- Prohibition of all forms of child or forced labor, and of working conditions and methods of treatment that violate laws or international agreements
- Recognition of the right to freedom of association and collective bargaining

Environmental Protection

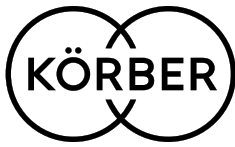
- Environmental protection has a high priority; resources and pollutants are to be handled responsibly
- Environmentally friendly technologies are to be developed and disseminated

Conflict Minerals

- Applicable legal requirements concerning “conflict minerals” including tin, tantalum, tungsten, their ores, and gold from conflict areas are to be complied with
- Maximum efforts will be made to avoid the use of raw materials that directly or indirectly finance armed groups that violate human rights

Protecting Company Assets

- The assets of the Körber Group, including intellectual property, are to be respected and protected against loss and misuse
- Business secrets and other sensitive information of the Körber Group are to be kept strictly confidential



Conduct in Competition and Strict Rejection of Corruption

- Antitrust law is intended to secure and maintain free and genuine competition in the interest of all market participants.
- Strict rejection of corruption, including extortion and bribery, for all business activities anywhere in the world

Avoidance of Conflicts of Interest

- Avoidance of activities that could lead to a conflict of interest; business relationships between the Körber Group and related parties or companies in which related parties hold key positions or act as negotiating partners or in which related parties are significantly involved must be avoided

Combating Money Laundering

- Cooperation only with reputable business partners who do not use illegal funds

Compliance with Export Control and Sanctions Regulations

- Applicable export bans and restrictions and applicable sanctions, including restrictions on payment methods, are to be observed without exception

Supply Chain

- Reasonable efforts to ensure compliance with these minimum standards by its own suppliers

Every supplier of the Körber Group must comply with these minimum standards. All questions and doubts involving this Supplier Code of Conduct are to be discussed in confidence. The Supplier is encouraged to notify its contact persons or the Körber Group Compliance Officers in the event of possible violations. A registration form is also available for this purpose: www.koerber.com/en/compliance-and-code-of-conduct/reporting-of-compliance-violations.

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