

	Guideline suppliers	Pages 3	Revision 00
	Guidelines for sustainability in the supply chain	Created 15.02.20	Last State 15.02.20

Content

1.1 Sustainability in the supply chain	1
1.2 Business ethics.....	1
1.3 Respect for human rights	2
1.4 Working conditions	2
1.5 Compliance with environmental standards.....	3
Subcontractors	3

1.1 Sustainability in the supply chain

Ethical behaviour and sustainability in the sense of legal, economic and social Responsibility is an essential part of MÜLLER's business policy also includes long-term and trusting partnerships and the legally compliant Behaviour of the suppliers. MÜLLER purchases raw materials from suppliers worldwide, goods and services to ensure sustainable success with an innovative product of both the company and its customers.

The sustainability policy applies worldwide to all suppliers and their employees.

1.2 Business ethics

legal compliance

The suppliers of MÜLLER undertake to comply with all applicable legal regulations to respect human rights and in particular the dignity of the human being to preserve.

Prohibition of corruption

We do not tolerate any form of corruption from our suppliers, such as bribery or Granting or accepting unlawful advantages.

Fair competition

We expect our suppliers to comply with international and national laws on Maintaining fair competition. This includes the provisions on unfair competition and the antitrust laws.

Intellectual property

This document is part of the internal management system and remains the property of MÜLLER Modell- und Formenbau GmbH & Co KG, and may not be reproduced or made available to third parties for inspection without permission.

The suppliers protect the intellectual property of MÜLLER such as patents, trademarks, copyrights, design, trade secrets, samples, models and know-how and respect the intellectual property of third parties. In particular, suppliers shall ensure that the products delivered to MÜLLER do not infringe the intellectual property rights of third parties.

Product Safety

The products and services as well as the products purchased from subcontractors endanger neither humans nor the environment and fulfil the agreed or legally prescribed standards regarding product safety. The suppliers are obliged to communicate clearly information on safe use.

1.3 Respect for human rights

Prohibition of forced labour and child labour

We do not tolerate forced and child labour, neither at our company nor at our suppliers. The minimum age for admission to employment according to the respective applicable government regulations must be observed by the suppliers.

Prohibition of any discrimination

We do not tolerate any discrimination and expect our suppliers to any form of discrimination such as on grounds of sex, marital status, skin colour, origin, religious affiliation, sexual orientation, a disability, political opinion or other personal characteristics of their organization.

Prohibition of disciplinary sanctions

We do not require our suppliers to employ employees in any physical or mental form to be psychologically punished. This applies in particular if employees in good faith report business practices that violate national, international or internal laws and regulations provisions.

1.4 Working conditions

Occupational safety and health at work

MÜLLER's highest goal is an accident-free workplace. All suppliers are is obliged to comply with the occupational safety regulations at its sites. Each supplier shall establish occupational health and safety policies and procedures and to disclose them to its employees so that accidents and occupational diseases can be avoided.

Living wages

MÜLLER requires its suppliers to assume their social responsibility and to and that their remuneration and working hours are fair and transparent and appropriate. The Supplier shall grant its employees the rights and benefits granted to them by law or contract social benefits.

Working hours

We expect our suppliers to ensure that their employees can work and leisure time and that the applicable national legislation on working time is observed. Employees are entitled to a regulated Annual leave.

Freedom of Association

MÜLLER expects its suppliers to maintain open and constructive communication with their customers employees and employee representatives. The employees have the right to Collective bargaining and the right to organise in trade unions. If in a country for political reasons, the supplier

This document is part of the internal management system and remains the property of MÜLLER Modell- und Formenbau GmbH & Co KG, and may not be reproduced or made available to third parties for inspection without permission.

must allow independent mergers in a different form. Suppliers may not discriminate against employees who act as employee representatives.

1.5 Compliance with environmental standards

We expect our suppliers to comply with the applicable national environmental laws.

Prevention and reduction of environmental pollution

We expect our suppliers to make effective use of the necessary resources, especially materials, energy and natural resources, and to minimize the environmental impact. This also applies to logistics / transport costs. The continuous reduction of hazardous greenhouse gases is an essential component in this context. They must control emissions and treat them as far as possible before releasing them into the environment. The maintenance and improvement of air quality is an essential part of the operational environmental policy of our suppliers. Waste is avoided or recycled as far as possible. MÜLLER's suppliers use or develop processes that regulate the environmentally friendly use of water to maintain and improve water quality.

Responsible procurement of raw materials

MÜLLER's suppliers support activities that ensure responsible procurement of raw materials. The procurement and use of raw materials that have been obtained illegally or through ethically reprehensible or unreasonable measures must be avoided. The use of raw materials such as conflict materials affected by embargoes or other import restrictions must be excluded. Suppliers are therefore obliged to identify these raw materials in manufactured products in the supply chain and to disclose the origin and sources of the raw materials they use.

Avoidance of hazardous substances

Substances whose release poses a risk to humans and the environment must be avoided. MÜLLER's suppliers maintain a hazardous substance management system which ensures safe use and transport as well as safe storage, reprocessing, reuse and disposal. A responsible chemical management based on the minimum principle is lived by our suppliers.

Environmentally friendly products

When developing products and services, MÜLLER's suppliers ensure that they are used sparingly in their consumption of energy and resources. The products should be suitable for reuse, recycling or safe disposal.

The products delivered to MÜLLER do not contain any substances of concern that fall under the REACH regulation. If necessary, affected ingredients must be reported to MÜLLER with priority.

Materials or purchased parts that do not comply with the RoHS specifications must be substituted by the supplier. If required, the supplier of MÜLLER has to issue an EU declaration of conformity regarding the compliance with the RoHS directive.

Subcontractors

MÜLLER's suppliers are obliged to ensure that the regulations contained in these guidelines are observed by means of suitable contractual arrangements with their sub-suppliers.