

Code of Conduct for Suppliers

Sustainability, Business ethics and social responsibility

As part of society, Müller-BBM Active Sound Technology GmbH assumes social and ecological responsibility within the scope of its influence. Sustainability at corporate level, social responsibility and fair treatment of business partners are part of our corporate culture. Through our business activities we influence the living and working conditions of our employees, our customers, the environment and the economic environment.

In order to meet our corporate responsibilities in these areas, we follow the principles and goals specified here. They are based on the ten principles of the United Nations Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization Declaration of Fundamental Principles and Rights at Work.

As our supplier, we expect you to recognize, support and comply with the following principles and objectives and to ensure that your suppliers also comply with them.

Sustainability and protection of the environment

You are committed to protecting the environment and to sustainable and responsible corporate management and development. In particular, we expect from you:

- You comply with all applicable environmental, health and safety regulations.
- You strive for the most effective and efficient use of materials, energy and water and use energy-efficient and environmentally friendly technologies to conserve natural resources.
- Waste avoidance is a basic principle of your processes.
- Your practices should comply with the principles of the circular economy, such as material reduction and substitution, as well as return, shared use, maintenance, reuse, remarketing, remanufacturing, reconditioning, and recycling.
- You ensure the safeguarding of soil quality. Soil contamination must be avoided at any rate.
- You minimize all environmental effects, especially waste, wastewater, air and noise pollution, but also those in terms of logistics, transport and storage.
- When handling chemicals and hazardous substances, you minimize negative effects on the environment and health and save resources in the best possible way. You stand for responsible chemical management.
- You meet the applicable requirements on product quality and product safety by means of suitable management systems.
- You protect the life and health of your employees and all third parties against the hazards that can arise from your manufacturing processes and products.
- You minimize the impact of your activities on biodiversity, climate change as well as water scarcity and quality, including the protection of animals and plants.
- You reduce greenhouse gas emissions and support decarbonization. One goal here is to pursue minimal or zero CO₂ emissions as far as possible.

Business ethics and social responsibility

You hereby declare your compliance with the following principles of social responsibility which apply to your own employees and to society, and expressly commit yourself to complying with legal and social obligations, like for example,

- The recruitment of competent employees,
- Ensuring continuous training,
- The observance of working hours and minimum wages in accordance with the applicable laws,
- The respect for the internationally proclaimed human rights,
- The prohibition of child and forced labour,
- Ensuring the freedom of association and the right to collective bargaining,
- The prevention of discrimination or harassment of any kind in respect to personal characteristics such as age, disability, ethnic origin, marital status, gender, national origin, political affiliation, pregnancy, religion, social origin or sexual orientation,
- The respect for the rights of minorities and indigenous peoples,
- The compliance with occupational health and safety requirements,
- The protection against arbitrary personnel measures,
- The observance of socially adequate working conditions,
- Allowing your employees to report concerns or unlawful practices such as discrimination, harassment or abuse in the workplace,
- A salary that enables the securing of existence and social and cultural participation,
- Ensuring equal opportunities and family-friendly conditions, as well as
- women's rights according to EU Issue Paper No. 26,
- The prohibition of bribery and extortion,
- The prevention of corruption and bribery,
- The compliance with applicable laws and regulations, such as applicable data protection regulations,
- The deployment of private and public security forces must be carried out in compliance with the legal framework conditions,
- Ensuring intellectual property and trustworthy handling of information and data provided in compliance with property rights and copyrights,
- The commitment to implement measures within your area of responsibility to ensure that neither customer products nor their workable components or raw materials or corresponding know-how fall into the hands of counterfeiters and smugglers or other unauthorized third parties or leave the legitimate supply chain as plagiarized products,
- Ensuring fair competition in compliance with antitrust law,
- The compliance with the applicable rules on the disclosure of information,
- The fulfilment of financial responsibility,
- The avoidance of conflicts of interest,
- Compliance with foreign trade regulations, insofar as this lies within the scope of your responsibility. In this context, national and international economic sanctions as well as export control regulations are observed. You undertake to provide correct and truthful information about this to customs and other authorities as required.

As a supplier, you declare that, within the scope of the products purchased or the services to be provided, no unlawful acquisition, no unlawful building development and no unlawful other use of land, forests and waters, the use of which secures the livelihood of people, will take place.

In addition, as a supplier, you ensure that no unlawful evictions take place.

Consequences in the event of violations

For Müller-BBM Active Sound Technology GmbH, ensuring that the aforementioned principles and goals are adhered to throughout the entire supply chain is of central importance. Our suppliers hereby declare their compliance with the code of conduct described here, which they must also ensure in their supply chain. Any concerns regarding a gross violation or misconduct against regulations of the principles described here, in their own company or with a supplier, must be reported to us immediately in writing.

Müller-BBM Active Sound Technology GmbH reserves the right to conduct audits in case of suspicion and to terminate all business relations if internationally recognized principles are violated, no measures are taken to remedy violations or systematic violations of the essential principles and objectives of these principles of conduct become apparent.

As part of the supply chain, Müller-BBM Active Sound Technology GmbH counts on your commitment!

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