

BIW Burger Industrierwerk GmbH & Co. KG
Hermann-Burger-Str. 29
D-78136 Schonach

BIW Business Partner Code

Our idea of values and sustainability in business partner management

Sustainability is one of the most important components of the business processes of Burger Industrierwerk GmbH & Co. KG (hereinafter "BIW").

As an experienced innovation and manufacturing company, we procure raw materials, goods and services from suppliers, service providers and other business partners (hereinafter "business partners") worldwide in order to guarantee the sustainable success of our customers with innovative product solutions.

BIW is aware of its social and corporate responsibility and adheres to legal regulations as well as the basic values described below. These values shall be the binding standard of daily trading for our employees as well as for our business partners.

The basis for this is responsible corporate management geared to sustainable value creation. For this reason, we involve our business partners directly in our sustainability strategy. In our purchasing activities, we pay attention not only to economic, process-related and technical criteria, but also to social and ecological aspects such as environmental protection, human rights, working conditions and corruption prevention.

For us, cost, quality, reliability, innovation and sustainability are the key factors in supplier selection and evaluation in the interplay between product and service, market, region and process design.

For these reasons, we expect from our business partners to comply with all relevant national and international laws and regulations, as well as with the requirements of this Code of Conduct for Business Partners (hereinafter "BIW Business Partner Code").

1. Modes of behavior with employees

BIW respects and protects the personal dignity of each individual.

We commit ourselves to respecting the fundamental rights of our employees. Furthermore, the basic employee rights of the applicable national legal system are granted as a matter of course and the Universal Declaration of Human Rights of the United Nations, the principles of the UN Global Compact as well as the core labor standards of the International Labor Organization (ILO) are complied with, taking into account the country-specific laws applicable at the various locations.

We expect from our business partners an appropriate behavior.

Prohibition of child labor

It is our conviction that children should be able to develop freely mentally, socially, psychologically and morally through the support of the school and thus be given the chance of a good education and later employment opportunities.

Against this background, we expect from our business partners to refrain from and prohibit any kind of child labor in their company.

Prohibition of discrimination

We are convinced that no one may be discriminated against on the grounds of gender, skin color, age, nationality, religious affiliation, social origin, disability or sexual orientation.

We expect from our business partners to treat their employees fairly and to prevent discrimination both in hiring and in the promotion and granting of training or further education measures.

Prohibition of forced labor and disciplinary measures

BIW strictly rejects slavery, forced labor and psychological (especially verbal) or physical coercion.

We also expect a corresponding attitude from our business partners.

Freedom of association

BIW grants its employees the right to represent their interests within national laws and regulations.

We expect from our business partners to respect the freedom of association and the right of employees to form interest groups in order to protect their interests.

Remuneration and working hours

BIW complies with the respective applicable legislation on working hours as a matter of course and grants its employees remuneration that is in line with the respective national laws.

We expect a corresponding behavior from our business partners.

2. Health protection and occupational safety

Preventive and consistent occupational health and safety as well as a healthy and safe workplace support keeping employees healthy and is practiced by BIW.

Against this background, we expect from our business partners to comply with the applicable legislation on health protection and occupational safety.

3. Environmental protection

BIW always strives to save raw materials and energy. Only legally permitted materials are used, which do not lead to any health or environmental hazards.

We expect from our business partners to comply with the applicable environmental laws, regulations and standards and to establish and apply an appropriate environmental management system (e.g. in accordance with ISO 14001).

4. Rules of conduct in the business environment

Prohibition of corruption and bribery

International conventions (e.g. the principles of the UN Global Compact and the UN conventions against corruption) and national laws prohibit corruption.

BIW does not tolerate any form of bribery or favoritism among its employees that could be construed as influence or an attempt to influence. We expect from our business partners to refrain from attempting to benefit third parties or themselves in any way, either directly or indirectly. We assume that our business partners will not allow themselves to be promised advantages that would be considered illegal under the applicable anti-corruption laws.

At BIW, we place a high value on integrity in our conduct and actions. In business dealings with public officials and authorities at home and abroad, illegal benefits are not tolerated in any form. We also expect a corresponding attitude from our business partners.

Invitations and gifts

BIW strives to avoid any appearance of dishonesty or impropriety in dealing with contributions in the form of invitations and gifts.

We expect that our business partners will in no way attempt to misuse benefits to our employees or persons close to them in order to influence them, but will only grant invitations and gifts if their occasion and scope are appropriate and they can be regarded as an expression of generally accepted local business practice. Similarly, we do not demand any inappropriate benefits from our employees.

5. Avoidance of conflicts of interests

BIW makes business decisions solely on the basis of appropriate considerations. Conflicts of interests between business matters and private or family interests or other economic or other activities of employees, persons close to them or organizations are to be avoided.

We expect a corresponding attitude from our business partners.

6. Free competition

BIW is committed to the idea of fair competition.

Against this background, we also expect our business partners to comply with the applicable legal regulations of antitrust and competition law. In particular, our business partners do not participate in agreements with competitors that violate antitrust law, nor do they abuse a possible dominant market position.

7. Money laundering

In line with our conduct, we expect our business partners to comply with legal obligations to prevent money laundering, not to participate in money laundering activities and to support the international fight against money laundering.

8. Reporting of violations

BIW attaches great importance to compliance with the principles laid down in this BIW Business Partner Code.

In order to ensure compliance, we request that our business partners inform our Compliance Officer in the event of a suspected violation of this BIW Business Partner Code.

The Compliance Officer of BIW GmbH & Co. KG is Matthias Huber (Head of Administration Center).

We assure that all information given to us will be carefully checked and treated confidentially.

9. Conflict minerals (Dodd-Frank Wall Street Reform Act, Sec1502)

BIW is not subject to SEC oversight and has no legal obligation to comply with the conflict minerals requirements of Section 1502 of the Dodd-Frank Act. At the same time, we recognize that the regulations require our direct and indirect customers to conduct due diligence within their global supply chains.

With respect to our customers, we want to ensure that all products containing a certain amount of gold, tin, tantalum, tungsten do not originate from the Democratic Republic of Congo, South Sudan, Zambia, Angola, Tanzania, Burundi, Rwanda, Uganda or other bordering countries or countries that are blocked by the sanctioning authorities of the USA, European authorities or any other national authority.

In this context, BIW strives not to purchase material that contains these "conflict minerals" which directly or indirectly finance or benefit armed groups in the DRC or adjoining countries. Therefore, it is important to identify the sources and origins in our supply chain. We expect from our suppliers, in order to increase transparency regarding the products they supply, to provide appropriate evidence and to refrain from using "conflict materials."

10. Confirmation of the business partner

The undersigned hereby confirm that

- they have received the BIW Business Partner Code of Conduct and have taken due note of its contents,
- they are aware of all relevant laws and regulations of the countries in which their company operates,
- they accept and comply with the requirements of the BIW Business Partner Code,
- they will report suspected violations of the BIW Business Partner Code to us, and
- they inform all employees or suppliers about the content of this BIW Business Partner Code and ensure that they also comply with the provisions contained therein.

Company of the Business Partner

Signature of an authorized representative **Stamp of the business partner**

Name and function of the signatory

Place and date as of:

January 2021