

Supplier Sustainability Guidelines

Technische Federn GmbH Otto Joos is aware of its economic, environmental, and social responsibilities. Therefore, we are committed to responsible corporate governance in compliance with the provisions of the Supply Chain Due Diligence Act (LkSG).

Building sustainable relationships with our suppliers is of great importance to us. Therefore, we expect our suppliers to comply with applicable national laws and our company's sustainability policies in their business activities.

1. Dealing with Employees

We expect our suppliers to comply with fundamental labor rights based on applicable national legislation. Furthermore, Technische Federn GmbH Otto Joos expects compliance with the fundamental principles of the International Labor Organization (ILO), while observing the applicable laws and legal structures in the various countries.

1.1 Child Labor

Our suppliers are required to adhere to the recommendations of the ILO conventions regarding the minimum age for the employment of children; violations of these will not be tolerated.

The minimum age for employment is 15 years, unless the legally permitted minimum age is higher than 15 years.

1.2 Human Rights

The Supplier respects and promotes the observance of internationally recognized human rights and ensures that it does not support any human rights violations.

1.3 Forced Labor

Forced labor, slave labor, or similar forms of labor may not be used.

Furthermore, participation in human trafficking and the use of violence are prohibited.

1.4 Discrimination and Equal Opportunities

The company Technische Federn GmbH Otto Joos expects that suppliers do not tolerate any discrimination or disadvantage based on gender, skin color, age, culture, ethnic origin, sexual orientation, disability, religious affiliation or ideology.

1.5 Occupational Health and Safety

Our suppliers comply with the respective national legislation for a safe and hygienic working environment and ensure health and safety in the workplace.

1.6 Compensation and Working Hours

When providing compensation and benefits, the supplier shall consider the basic principles regarding minimum wages, overtime, and legally mandated social benefits.

Working hours shall be determined in accordance with applicable industry laws and standards or relevant ILO conventions.

1.7 Freedom of Assembly and Collective Bargaining

Our suppliers must respect the right of workers to form and join organizations of their choice and to bargain collectively in accordance with national legislation.

1.8 Protection Against Forced Eviction and Land Confiscation

The supplier undertakes not to carry out any unlawful evictions or to unlawfully confiscate land, forests, or waters during the acquisition, development, or other use thereof.

Furthermore, the supplier undertakes not to engage or use private or public security forces if, due to a lack of training or supervision by the company, there is a risk that the prohibition of torture and cruel, inhuman, or degrading treatment will be violated, that life or limb will be injured, or that freedom of association and freedom of movement will be impaired.

2. Business Ethics

2.1 Product Safety

Products and services comply with agreed or legal standards in the area of product safety and at no time endanger people or the environment.

2.2 Corruption and Bribery

The company Technische Federn GmbH Otto Joos expects that suppliers do not tolerate corruption and ensure compliance with anti-corruption laws.

2.3 Fair Competition

Our suppliers undertake to comply with the laws applicable to them to protect free competition, in particular the prohibition of cartels and the prohibition of abuse of a dominant market position.

2.4 Money Laundering

Suppliers must comply with legal provisions on money laundering.

2.5 Conflicts of Interest

Conflicts of interest, personal or institutional, that jeopardize the primary interest are not tolerated by Technische Federn GmbH Otto Joos.

The suppliers of Technische Federn GmbH Otto Joos make their decisions based on objective criteria.

2.6 Protection of Intellectual Property

Our suppliers must respect intellectual property rights.

3. Environmental Protection

3.1 Responsible Use of Resources

Our suppliers use natural resources carefully, pay attention to environmental protection, and comply with legal regulations on environmental and nature conservation.

They promote the development and dissemination of environmentally friendly technologies and processes. The supplier promotes the use of environmentally friendly packaging materials and strives to minimize disposable products.

The supplier is committed to environmentally friendly production methods and materials and strives to continuously improve its products in terms of energy efficiency, durability, and recyclability. The integration of environmentally conscious design into the development process is a key focus of our efforts.

3.2 Prevention and Reduction of Environmental Pollution

Our suppliers monitor and treat harmful emissions before release into the environment. As far as technology allows, all types of emissions should be minimized.

Waste should be avoided or recycled wherever possible, and its storage, transportation, safe and environmentally friendly treatment, and disposal should be properly organized. Materials used should be reused whenever possible.

3.3 Avoidance of Hazardous Substances

The supplier avoids the release of substances that could pose a risk to humans and the environment. Furthermore, the safe use and transport, as well as the safe storage, recycling, reuse, and disposal of materials are organized using a hazardous substances management system and regularly reviewed for effectiveness.

3.4 Environmentally Friendly Products

When developing products and services, the goal should be to use energy and natural resources sparingly.

The supplier's products must comply with legal environmental regulations.

The products must also be suitable for reuse, recycling, or safe disposal.

4. Conflict-Free Sourcing of Minerals

There may be links between the sourcing of raw materials and armed conflict or gross human rights violations, which our suppliers must be aware of.

If minerals are sourced from conflict-affected or high-risk areas, the Due Diligence Guidelines for Responsible Supply Chains for Minerals from such regions must be followed.

4.1 Indigenous Peoples and Minorities

The rights of indigenous peoples and local communities should be respected, promoted and protected throughout the supply chain in accordance with the United Nations Declaration on the Rights of Indigenous Peoples.

4.2 Animal Welfare

For Technische Federn GmbH Otto Joos, it is of great importance that business activities also consider animal welfare.

Concerned suppliers are therefore expected to implement standards and best practices for compliance with animal welfare throughout the entire supply chain.

As a general rule, animal testing should be avoided and alternative non-animal testing methods should be preferred, unless animal testing is mandatory by law.

In all cases, national and international regulations on animal welfare and animal testing, such as the German Animal Welfare Act, must be observed.

5. Management Systems

Technische Federn GmbH Otto Joos will prefer suppliers who actively implement quality management systems according to IATF 16949, environmental management systems according to ISO 14001, energy management systems according to ISO 50001, or equivalent systems.

If the supplier does not have management systems in place, they are encouraged to implement them to ensure compliance with the above principles.

6. Complaint Management

The supplier is responsible for establishing an effective grievance mechanism for individuals and communities who may be affected by adverse impacts.

Furthermore, the supplier company must ensure the protection of personal data throughout all phases of the process.

7. Supplier Relationship

7.1 Subcontractors

Our suppliers communicate the requirements described here to their subcontractors and suppliers and also consider them in their selection.

In addition, suppliers encourage their subcontractors and suppliers to comply with the aforementioned standards regarding human rights, labor conditions, anti-corruption, and environmental protection within the framework of their contractual obligations.

7.2 Monitoring and Compliance

Technische Federn GmbH Otto Joos reserves the right to verify the above-mentioned points through measures such as self-disclosures from suppliers, submission of certificates and information from third parties, or on-site audits.

Furthermore, the supplier must inform Technische Federn GmbH Otto Joos of any events that contradict the principles of this policy.

7.3 Consequences of Non-Compliance

In the event of a violation of this policy, the supplier must expect appropriate action from Technische Federn GmbH Otto Joos, which may include immediate termination of the business relationship.

The points addressed in this Sustainability Policy represent an essential prerequisite for the business relationship between the supplier and Technische Federn GmbH Otto Joos.

8. Contact and Complaints

Business partners and their employees can use the complaints channel of Technische Federn GmbH Otto Joos to report violations or suspected violations, as well as violations of the principles of the Sustainability Guidelines. Detailed information can be found on the website <https://www.ankin.de/de/Hinweisgeber>.

R. Veit

(Geschäftsleitung)