

RED - Supplier Code of Conduct

RED Corporate Principles

RED is committed to ecologically and socially responsible corporate governance. We value fair and transparent business relationships with partners who act in accordance with our principles. This Supplier Code of Conduct applies to all RED suppliers.

If the supplier uses subcontractors for the performance of the service, the supplier undertakes to ensure compliance with the Supplier Code of Conduct by these subcontractors as well and to review this compliance on a regular basis.

Requirements for our suppliers

1 Social responsibility & human rights

The supplier undertakes to respect and observe human rights as fundamental values on the basis of the European Convention on Human Rights and the UN Charter.

1.1 Free choice of employment

Forced labour is not permitted. Work must always be voluntary. Employees must have the freedom to terminate the employment relationship with reasonable notice. Punishment, psychological and/or physical coercion are prohibited.

1.2 Prohibition of child labour

Child labour must not be used at any stage of production. Suppliers are requested to comply with the recommendation from the ILO conventions on the minimum age for the employment of children. According to this, the age should not be lower than the age at which compulsory schooling ends and in any case not be lower than 15 years.

1.3 Freedom of association

The supplier's workers must have the free choice to associate, join a union, appoint and be elected to a workers' representative body without threat or intimidation.

1.4 Prohibition of discrimination

Discrimination against employees in any form is not permitted. This applies, for example, to discrimination on the basis of gender, race, skin colour, disability, political conviction, origin, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected.

Ersteller: Author:	N.Dewald (HSEQ)	CoC Supplier (Code of Conduct)			Freigegeben am: Approval date:	11.05.2022
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1.5 Fair pay and working hours

The remuneration and also the working hours must comply with the respective applicable national laws or industry standards.

1.6 Health and safety

The supplier shall ensure occupational safety and health protection at the workplace at least within the framework of national regulations. It shall ensure a safe and health-promoting working environment in order to preserve the health of employees, protect third parties and prevent accidents, injuries and work-related illnesses. In addition, employees are regularly informed and trained on applicable health and safety standards and measures.

2 Environmental responsibility

The supplier shall comply with all applicable environmental laws, regulations and standards and shall operate an effective system to identify and eliminate potential environmental hazards.

This includes measures to:

- Prevention of accidents, damage to health and the environment,
- Reduction of emissions and waste,
- Efficient use of energy and raw materials,
- Preparation for emergency situations and how to deal with them,
- Ongoing review and continuous improvement of our own environmental management system

3 Compliance & Integrity

3.1 Compliance with laws

The Supplier undertakes to comply with the respective applicable laws, rules and regulations of those countries in which it conducts business activities.

3.2 Fair competition

The supplier undertakes not to restrict free competition and not to violate national or international antitrust regulations.

3.3 Integrity/Bribery, Taking Advantage

The highest standards of integrity shall be applied in all business activities. The supplier shall comply with and follow the legal basis against bribery, corruption, extortion and embezzlement. Procedures for monitoring and enforcing standards shall be applied to ensure compliance with anti-corruption laws.

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4 Compliance & Communication

RED expects its suppliers to comply with this Supplier Code of Conduct and to communicate its content to employees and contractual partners in a comprehensible manner and to work towards ensuring that they also comply with it.

RED reserves the right to conduct self-reporting, audits or assessments to ensure that its suppliers comply with laws, regulations and standards. Failure by a supplier to comply with this Code of Conduct or to take action when laws or standards are violated may be grounds for termination of the business relationship or assertion of claims.

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