

CODE OF CONDUCT
ROAD DEUTSCHLAND GMBH

INTRODUCTION

ROAD Deutschland GmbH is an expanding, internationally operating company. As such, we set ourselves the aim to be a responsible employer and to fulfil our social duties. For this reason, we have already committed ourselves in 2017 as one of more than 9000 companies to the Global Compact of the United Nations and follow the agreed 10 principles.

It is of vital importance that our suppliers share this way of thinking and support us in fulfilling our goals and objectives. For this reason, ROAD Deutschland GmbH has drawn up a code of conduct.

This code of conduct describes our joint responsibility and social and humanitarian requirements and applies to all companies who supply products and/or services to ROAD Deutschland GmbH.

Compliance with this code of conduct by suppliers and their employees forms the basis for business cooperation with ROAD Deutschland GmbH. All suppliers must comply with the legal requirements, guidelines and regulations. All suppliers must ensure that their subcontractors also meet the requirements of this code of conduct.

HUMAN AND LABOUR RIGHTS

1. CHILD LABOUR

Taking into account national laws, children under the age of 14 must not be employed. Young people under 18 years of age fall under the Youth Protection Act and must be specially protected.

2. FORCED LABOUR

Suppliers are prohibited from supporting human trafficking, the use of violence, involuntary or slave labour or from buying products or services produced under such conditions.

3. DISCRIMINATION

The unequal treatment of employees based on their gender, ethnicity, gender affiliation, nationality, age, sexual orientation, religion, social position, disability, trade union membership or pregnancy is prohibited. The supplier commits to ensuring equal rights in the workplace.

4. RECRUITMENT AND EMPLOYMENT PROCEDURES

All employees must be recruited according to their skills and qualifications and will be remunerated accordingly.

5. CORRUPTION

The supplier does not participate in any form of corruption, bribery, financial inducements or money laundering.

6. REMUNERATION AND WORKING HOURS

The wages and salaries correspond to or exceed the legal minimum level of the country of origin.

7. HARRASSMENT

ROAD Deutschland GmbH's suppliers treat their employees with dignity and respect. Employees must not be subjected to physical or psychological harassment.

HEALTH AND SAFETY

ROAD Deutschland GmbH's suppliers must provide employees with a safe working environment. People's health must be protected. The supplier should, through their own initiative, implement measures to combat and prevent occupational accidents. Legal requirements must be strictly adhered to or exceeded.

ENVIRONMENTAL PROTECTION

The protection of our environment is extremely important to ROAD Deutschland GmbH. We expect from our suppliers that this is, in the same way, firmly established in the company within the framework of management processes.

It must be ensured that waste water and emissions are limited and disposed of in accordance with legal requirements. Toxic substances must be disposed of as hazardous waste.

Resources are to be handled carefully and economically. The supplier commits to the development of environmentally friendly technologies. Certain substances are banned or limited worldwide under REACH and RoHS.

These regulations, in the currently valid version, are mandatory.

ETHICS

GIFTS AND TIPS

ROAD Deutschland GmbH's employees are categorically prohibited from receiving gifts or favours that, directly or indirectly, lead to a reduction of fairness in business decision making

IMPROPER PAYMENTS

Bribes, improper financial inducements or the like are strictly prohibited.

CONFLICT MINERALS

The due diligence obligations, specified by the European Union in 2017 regarding the supply chain of certain minerals and metals from conflict and high risk areas, are to be strictly followed.

DATA PROTECTION

Confidential information of ROAD Deutschland GmbH is protected and subject to secrecy. This is regulated separately in the ROAD Confidentiality Agreement.

Suppliers must treat personal and individual-related information about ROAD Deutschland GmbH employees confidentially and protect it from customers, suppliers or third parties. The Data Protection Act must be observed.

Supplier / Business Stamp:

Date:

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Signatures:

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