



Verhaltenskodex für Lieferanten

Dok. Nr.

001

Rev., Datum

00 (04/2025)

Einkauf

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MBS AG & Co. KG is committed to fair and transparent relationships with its business partners, including compliance with all applicable laws and regulations, social responsibility toward employees, and sustainable use of resources. Our Supplier Code of Conduct outlines key standards that align with our principles and whose compliance we expect from every business partner.

Environmental Responsibility:

- **Environmental Regulations and Standards:**

Our business partners must comply with all relevant environmental laws and regulations to ensure the protection of our planet's resources.

- **Climate Protection:**

Our business partners should develop and implement plans and goals to reduce their carbon footprint throughout their production network, supply chain, products, components, and services.

- **Environmental Risks:**

Our business partners should make every effort to minimize risks to people and the environment and continuously improve environmental protection within their sphere of influence.

- **Efficient Use of Resources:**

Our business partners are committed to the responsible use of resources, particularly energy, water, and raw materials.

- **Handling Hazardous Substances and Materials:**

The use of hazardous substances can negatively impact the environment. We therefore require our business partners to minimize the use of such substances and handle them safely and responsibly. Business partners must ensure the safe and compliant handling, storage, transport, disposal, recycling, reuse, and management of waste, air emissions, and wastewater discharges.

- **Product Safety:**

Our business partners must ensure that their products are safe for their intended use and comply with all applicable regulations and standards.

Social Responsibility:

- **Human Rights:**

We expect our business partners to respect human rights and avoid any form of discrimination, harassment, or abuse of employees. Workers must be treated with respect and dignity.

- **Child Labor / Forced Labor:**

Any form of forced labor and child labor is strictly prohibited. Our business partners may only employ workers who meet the legal minimum age applicable at their location.

- **Compensation and Working Hours:**

Our business partners must provide their employees with fair and equitable compensation. They must comply with all relevant labor laws and regulations, including minimum wage, overtime, and working hours, to ensure fair treatment of employees.

- **Health and Safety:**

Our business partners should provide a safe and healthy working environment and implement effective measures to prevent potential health and safety incidents. Workplaces should be ergonomic and safe to prevent injuries and ensure employee well-being.

- **Discrimination:**

Any form of discrimination based on race, color, gender, religion, political opinion, nationality, social origin, age, disability, health status, trade union membership, or sexual orientation will not be tolerated.



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Business Ethics:

- **Compliance with Legal Regulations:**
Our business partners must comply with all relevant laws and regulations, including those relating to labor, health, safety, environment, and intellectual property. When collecting, processing, storing, or handling personal data of individuals—including their own employees and the employees of customers, suppliers, and business partners—they must comply with all applicable data protection laws.
- **Fair Competition:**
Our business partners must comply with fair competition and antitrust laws to ensure equal competitive conditions.
- **Combating Corruption and Fraud:**
Illegal or unethical activities such as corruption, bribery, as well as direct or indirect money laundering and terrorism financing are strictly prohibited.
- **International Trade Controls:**
Our business partners must comply with trade regulations, export control laws, and trade sanctions to protect our stakeholders.
- **Protection of Intellectual Property:**
Our business partners must respect the intellectual property rights of others to protect our own or our customers' intellectual property rights, trade secrets, and personal data.
- **Conflicts of Interest:**
We require our business partners to avoid conflicts of interest. Our employees are expected to act in the best interest of MBS AG & Co. KG. Private interests and personal considerations must not influence business decisions. Business partners may not influence or attempt to influence MBS AG & Co. KG employees through gifts, benefits, or personal advantages that exceed a modest and/or reasonable level and cannot be clearly regarded as a culturally acceptable form of business etiquette or hospitality.
- **Reporting Non-Compliance:**
All business partners and their respective employees, as well as stakeholders and rights holders in general, are encouraged to report violations of this Supplier Code of Conduct to einkauf@mbs-ag.com.

General:

By complying with this Supplier Code of Conduct, our business partners demonstrate their commitment to sustainability, social responsibility, and ethical business practices. We expect our business partners to take the necessary steps to ensure compliance with this Code and to communicate this commitment to their employees, subcontractors, and other stakeholders.

We believe that through our cooperation, we can make a positive impact and achieve long-term success. However, we reserve the right to review our business partners' compliance with this Code of Conduct. This may include self-assessments and on-site supplier audits. If it is determined that a business partner violates these requirements, we may require appropriate corrective measures and take suitable actions, including terminating our partnership.



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The undersigned authorized representative(s) hereby confirm(s) that the company named below accepts and complies with this Supplier Code of Conduct.

Company name: _____

Name: _____

Position: _____

Name: _____

Position: _____

Date and place: _____

Signature: _____