

Code of Conduct Supplier Supplement

The Code of Conduct is applicable to all KIRCHHOFF Automotive operations and to any party that contributes to KIRCHHOFF Automotive's products, services and other business activities like Suppliers or Business Partners.

Compliance

KIRCHHOFF Automotive requires the Supplier and its subcontractors to comply with the Code of Conduct and related policies or equivalent standards, which may request higher standards than required by applicable laws.

Upon request, a Supplier must, by way of providing information and/or allowing access to premises, verify to KIRCHHOFF Automotive's satisfaction, that the Supplier and its subcontractors comply with the Code of Conduct.

KIRCHHOFF Automotive's Supplier Relationship Management ensures high standards in the supply chain in terms of KIRCHHOFF Automotive's requirements in the areas of labor, human rights, business ethics and anti-corruption, as well as environment, which are valid for all Suppliers.

Obligation to Inform

It is the responsibility of the Supplier to ensure that its employees and subcontractors are informed about and comply with the Code of Conduct.

The Supplier shall inform KIRCHHOFF Automotive as and when they discover a breach of the Code of Conduct in their own operations.

KIRCHHOFF Automotive reserves the right to request information from Suppliers about their compliance to KIRCHHOFF Automotive's Code of Conduct.

While sourcing raw materials, Suppliers are expected to exercise due diligence consistent with relevant parts of the OECD Due Diligence Guidance or equivalent processes.

Specifically upon request, the suppliers are obliged to disclose information concerning the usage of minerals from Conflict-Affected and High-Risk Areas.