

Code of Conduct for BADER Group Contractual Partners

This code is valid to the same extent for all companies and operating sites belonging to the BADER Group as well as for all companies and operating sites to be assigned to the supplier.

Preamble

With the aim of acting in an economically sustainable manner, the BADER Group develops, produces and sells leather, stamped parts and seat covers for the automotive industry worldwide. Our sense of responsibility towards people, society and the environment, lead us to sign the Global Compact Principles of the United Nations and we are committed to human rights, labor rights, the environment and against corruption, as well as to sustainable development goals. The Code of Conduct sets out, for all business partners, our requirements for quality, environmental protection and energy efficiency, in addition to principles and codes of conduct regarding lawfulness, ethical, civil and social principles, including health protection and occupational safety.



Our business partners act in a legal and fair way

Legal, documentary and ethical principles

Compliance with national and local legal obligations, regulations and other requirements in all operational processes and at all operational levels, is a matter of

course for us. We also expect this from our business partners, as well as compliance with environmental regulations, export control requirements and accountable business documentation.

Countering corruption

We reject all forms of corruption, extortion and bribery. In dealings with business partners, government institutions and employees, the interests of the company and the private interests of employees on both sides, are to be kept strictly separate. Decisions are to be made free of extraneous considerations and personal interests. Invitations, gifts and benefits that could influence business decisions and orders must not be accepted, demanded or granted.



Side by side, we walk together

Supply chains and trading partners as well as public administrations are involved

Our business partners maintain long-standing and mutually valuable business relationships with suppliers and trading partners. They are committed to reliable supply chains, the development of sustainability and management system standards and to important issues such as animal welfare compliance, traceability, resource conservation and product safety. We expect the same level of commitment from your subcontractors. Sustainability aspects such as ethical, social

and environmental criteria are important selection criteria for subcontractors




Our business partners respect human dignity and uphold human rights

Freedom of association, coalition and collective bargaining

Our business partners respect their employees' right of assembly, right of association and the right to collective bargaining within the framework of the applicable legal regulations.

Forbidding child labor, forced labor and human trafficking

All employees work voluntarily for our business partners. They have the freedom to terminate the employment agreement giving reasonable notice. Human trafficking and child labor are unreservedly rejected.



Our business partners provide fair working conditions

Reasonable working hours, vacation and remuneration

Every employee is entitled to working hours and holidays that at least correspond to the legal requirements typical for the country in question. The wage level at the individual locations is based on regional

conditions and complies with or exceeds fixed minimum wages.

Safeguarding employment and equal opportunity

Employees are deployed according to operational requirements, general conditions and personal aptitude. Equal opportunity is ensured.

Discrimination and harassment are prohibited

Discrimination and harassment – whether on cultural, ethnic, religious or other grounds – is fully rejected, pursued and, where appropriate, prosecuted.



Our business partners ensure requirements are met

Quality, product safety, comfort and profitability

Our business partners are continually committed to meeting the demands for system and process quality, guaranteeing the health and safety of customers and end users, as well as for the comfort, cost-effectiveness and long service life of the products.

Health protection and occupational safety

Our business partners understand occupational safety as a management task. They are committed to providing adequate, safe and healthy working conditions, preventing work-related injuries and illnesses, eliminating hazards and minimizing safety and health risks. They do not place our employees in work situations that could endanger their health, safety or morale. Employees are encouraged to be aware of health and safety issues.

Environmental sustainability and energy efficiency

Our business partners purchase resource and energy efficient products, use resources such as water and energy sparingly, ensure the safety of chemical inputs, protect biodiversity and proactively reduce emissions and other environmental impacts throughout the life cycle, to achieve, among other things, good air and water quality in both manufacturing and usage.

Data privacy and information security

Our business partners are committed to information security and take appropriate measures to ensure the protection of confidentiality, integrity and availability of information. They handle data sensitively and guarantee the confidentiality of all exchanges of data and information to and with customers, business partners, employees, colleagues and contacts.



Our business partners aim for continuous improvement in all areas

Continuous improvement as an impulse for action

The aim is to constantly improve products, processes, production sites and organization and take specific measures to continuously improve quality, environmental and energy-related performance and health and safety at work. In order to avoid mistakes, risks and find the root causes of problems, they consistently implement corrective, preventive and improvement measures. Goals are systematically defined and pursued.

Management systems are consistently employed

Our process-oriented integrated management system is employed to ensure that the various requirements are met and to ensure continuous improvement in all phases of product planning, manufacture and application.

Compliance with the Code of Conduct

The business partner undertakes to observe and implement the rules defined in this Code of Conduct. Bader reserves the right to check compliance with the Code of Conduct if necessary. Non-compliance with statutory regulations, recognized standards or this Code of Conduct shall constitute a breach of contract. If this non-compliance is not remedied by appropriate measures within a reasonable period of time, BADER reserves the right to terminate the business relationship. We expect our business partners to pass on these minimum standards concerning the supply chain.

In the case of suspicion of possible violations, or in the case of concrete violations of the rules of conduct described, please contact us confidentially, and if you wish, anonymously by phone at +49 7161 6728-333 or per e-mail at ethics@bader-leather.com.

Date, Business partner