

**BEYER<sup>®</sup> - Group**  
– CODE OF CONDUCT –  
for suppliers



The BEYER<sup>®</sup> - Group companies are as follows:

**Mittelrheinische Metallgießerei**  
**Heinrich Beyer GmbH & Co. KG**  
Koblenzer Straße 69, 56626 Andernach  
GERMANY

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**Brohler Metall GmbH & Co. KG**  
Koblenzer Straße 22, 56656 Brohl-Lützing  
GERMANY

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**BEYER CNC GmbH & Co. KG**  
Auf dem Junker 3, 53844 Troisdorf  
GERMANY

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## **1. Introduction / Preamble**

The BEYER - Group companies admit to ecologically and socially responsible management. We expect the same behaviour from our suppliers. We also expect our employees to observe the principles of ecological, social, and ethical behaviour and to integrate them into business culture. Furthermore, we strive to continuously optimise our entrepreneurship and products in terms of sustainability and ask our suppliers to contribute as part of a holistic approach.

For future cooperation, the Contracting Parties agree in accordance with the following regulations to a joint Code of Conduct. This agreement is considered as the basis for all future deliveries. The Contracting Parties undertake to meet the principles and requirements laid down in this Code of Conduct and make effort to oblige their subcontractors into compliance with the regulations listed in this agreement.

The Code of Conduct is based upon national laws and regulations as well as international agreements such as the Universal Declaration of Human Rights (UDHR), the guidelines on Children's Rights and business principles, the UN Guiding Principles on Business and Human Rights and the international labour standards of the International Labour Organization (ILO).

## **2. Requirements for Suppliers**

### **2.1 Social Responsibility**

#### **▪ Exclusion of Forced Labour**

Forced labour, slave labour or comparable labour as such, are prohibited. All work must be done voluntarily, and employees have the right to terminate their work or contract of employment at any time. In addition, the unacceptable treatment of employees, such as mental hardship, sexual and personal harassment, is prohibited.

#### **▪ Prohibition of Child Labour**

Child labour is prohibited in every stage of production. Suppliers are prompted to abide by the ILO Recommendation on the minimum age for the employment of children.

Accordingly, the minimum age must be not less than the age at which mandatory school ends and in any case not under the age of 15. If children are encountered at work, the supplier shall document the steps it takes to provide relief for the children which enables them to attend school. The rights of young employees are to be protected and special safety precautions must be observed.

- **Fair Remuneration**

The remuneration for regular working hours and overtime must be paid in accordance with the national statutory minimum wage or industrial standards, whichever is more. If the remuneration is not sufficient to cover basic living expenses and build up a minimum level of reserves, the supplier is bound to increase the remuneration accordingly. The employees are to be granted all benefits specified in law. Deductions in remuneration as disciplinary measures are not permitted. The supplier must ensure that employees receive transparent, detailed, and written information on the composition of their remuneration on a regular basis.

- **Fair Working Hours**

Working hours have to comply with applicable laws or industrial standards. Employees must be given at least one day off following every six consecutive days of working. The regular work week shall not exceed 48 hours.

- **Freedom of Association**

The right of employees to establish and join organizations of their choice and to engage in collective bargaining must be respected. In cases, where freedom of association and the right of collective bargaining is legally restricted, alternative ways for independent and free association for the purpose of collective bargaining must be granted to all employees.

Employee representatives are to be protected from discrimination. They must be given free access to their colleague's workplaces to ensure that they can exercise their rights in an orderly and peaceful manner.

- **Prohibition of Discrimination**

Any discrimination against employees in any aspect on the grounds of e.g., gender, race, caste, skin color, disability, ideology, political opinion, ethnic and national origin, religion, age, pregnancy, or sexual orientation is prohibited. The personal dignity, privacy and right of every individual is to be respected. The prohibition of discrimination comprises every employment decision, recruitment, promotion, remuneration, disciplinary measures, ending of employment or the selection of employees for basic and advanced training programs.

- **Health Protection**

The supplier must provide a safe and healthy workplace. By establishing appropriate systems that guarantee a safe and healthy working environment, necessary preventive measures must be taken against potential accidents and damage to health in connection with the activities. Furthermore, employees are to be informed and educated regularly about current health and safety standards and measures.



- **Complaints Mechanism**

The supplier is responsible for establishing an effective complaints mechanism at company level for individuals and communities who may be affected.

- **Conflict Minerals**

For conflict minerals such as tin, tungsten, tantalum, and gold as well as for other raw materials such as cobalt, the company must establish processes in accordance with the terms of the Organization for Economic Cooperation and Development (OECD) to ensure the fulfillment of due diligence requirements in favor of promoting responsible supply chains for minerals originating from conflict and high-risk areas. The same is expected from its suppliers. Smelters and refineries without adequate and audited processes must be avoided.

## **2.2 Ecological Responsibility**

- **Treatment and Disposal of Industrial Waste Water**

Waste water from operating processes, manufacturing processes and sanitary facilities must be typified, monitored, checked and, if required, treated before disposal. Furthermore, measures to reduce the generation of waste water should be established.

- **Handling Air Emissions**

General emissions of operational processes (air and noise emissions) as well as greenhouse gas emissions are to be typified, routinely monitored, checked and, if required, treated before release. The supplier is tasked to monitor his waste gas cleaning systems and find efficient economical solutions to minimise any emissions.

- **Handling Waste and Dangerous Substances**

The supplier adopts a systematic approach to identify, manage, reduce, and responsibly dispose or recycle waste. Chemicals or comparable materials which pose a serious threat when released into the environment are to be recorded and managed in a way that when handling these materials, transporting, storing, using, recycling, or reusing and when disposing, safety is guaranteed at any time.

- **Reduce Consumption of Raw Materials and Natural Resources**

During production, the use and consumption of resources and the generation of waste in all forms, including water and energy, are to be reduced or avoided. It happens either at the place of origin or by appropriate procedures and measures e.g., by changing the production and maintenance processes or workflows within the company, using alternative materials, cost savings, recycling, or reuse of materials.

- **Handling Energy Consumption and Efficiency**

Energy consumption is to be monitored and recorded. The supplier is tasked to find economical solutions to improve energy efficiency and minimise energy consumption.

## **2.3 Ethical Business Behaviour**

- **Fair Competition**

Standards of fair business activities, fair advertising and fair competition are to be observed. Antitrust laws, which prohibit especially agreements and other activities that have any impact on prices and conditions when dealing with competitors, apply at any time. Furthermore, these regulations prohibit agreements between customers and suppliers by which customers are to be restricted in their freedom to autonomously determine their pricing policy and other trading conditions at the time of resale.

- **Confidentiality / Data protection**

The supplier is obliged to comply with the adequate expectations of clients, suppliers, customers, consumers, and employees with regard to the protection of private data. The supplier must comply with all applicable data protection and information security regulations, statutory or official, when collecting, storing, processing, transmitting, or transferring personal data.

- **Intellectual Property**

Intellectual property rights must be respected; Technology and know-how transfer shall be made in a way intellectual property rights and customer information are protected hereof.

- **Integrity / Bribery, Taking Advantage**

For all business activities, the highest standards of integrity must be applied. The supplier must pursue a zero-tolerance policy for all forms of bribery, corruption, extortion, and embezzlement. Methods for monitoring and enforcement of anti-corruption laws must be applied to ensure compliance therewith.

## **3. Implementation of Requirements**

Our suppliers acknowledge the terms of this Code of Conduct as binding and confirm them as an essential part of our business relationship by signing them. They pass on the regulations of this Code of Conduct to their employees and act upon their compliance. They identify risks in their supply chains and take appropriate actions to punish and prevent violations. In case of a suspected violation and to secure supply chains with increased risks, our suppliers inform us promptly and on a regular basis about identified risks and violations as well as the legal action taken.



Our suppliers grant us the right to execute individual audits to ascertain the supplier's compliance with this Code of Conduct. The audit is carried out at the supplier's business premises during regular business hours and after reasonable notice and by the use of an authorised representative. We take any secrecy obligation towards third parties appropriately into consideration. Every information obtained during the audit will be treated as confidential.

Should a breach of any regulation of this Code of Conduct be discovered, we reserve the right to take appropriate measures in accordance with the severity of the violation and the fault of the supplier. These measures are in particular the request to correct the infringement immediately and the enforcement of claims for damages. In exceptionally serious cases we reserve the right to terminate the business relationship entirely. A notably serious case is to be assumed in particular, when there has been a violation of the prohibition of child and forced labour, a non-compliance, despite being requested, that has not been corrected within a reasonable period of time, or the business partner caused a violation that is likely to have a negative impact on our reputation. Our suppliers are bound to support us to clarify the facts and circumstances in case of suspicion of a non-compliance regarding this Code of Conduct.

Any violation must be reported by email to [compliance@mmhb.de](mailto:compliance@mmhb.de) or calling +49 (0) 2632/4004-26.

#### 4. Supplier's Acknowledgement and Consent

By signing this document, the supplier pledges to abide to the rules laid down in this Code of Conduct. The supplier undertakes to pass on in an understandable way the content of this Code of Conduct to employees, persons in charge and subcontractors and is bound to make arrangements for the implementation of all requirements thereof.

Supplier:

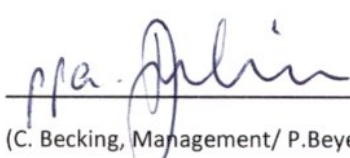
Mittelrheinische Metallgießerei

Heinrich Beyer GmbH & Co.KG

Place, Date \_\_\_\_\_

Andernach, March 25, 2021

Stamp, Signature \_\_\_\_\_

  
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(C. Becking, Management/ P.Beyer, Purchasing Manager)