**Code of Conduct for Suppliers of GERMAN NAVAL YARDS KIEL**

***Preamble***

*GERMAN NAVAL YARDS KIEL takes its social responsibility and compliance very seriously and expects the same commitment from its suppliers and subcontractors (collectively referred to as "suppliers"). The following binding principles are aligned with the relevant conventions of the International Labour Organization, applicable national laws, collective agreements, and the business principles of our company.*

*To ensure adherence to social rights, all suppliers must agree to this Code of Conduct before entering into a business relationship with GERMAN NAVAL YARDS KIEL. Cooperation is fundamentally based on the recognition of this Code and compliance with its regulations. Violations will not be tolerated and will result in appropriate consequences.*

**§ 1 Fundamental Obligations**

1. Human Rights: The supplier respects and supports the observance of internationally recognized human rights. All employees are obligated to ensure compliance with these fundamental rights.
2. Non-discrimination: Equal opportunity and non-discrimination are ensured and actively promoted, regardless of ethnic origin, skin color, gender, religion, nationality, sexual orientation, social background, or political beliefs, provided they are based on democratic principles and tolerance. Employees are selected, employed, and promoted based on qualifications and abilities.
3. Free Choice of Employment: Any use of forced labor, including bonded labor or involuntary prison labor, is prohibited.
4. Child Labor: Child labor is prohibited. The legal minimum age for employment is strictly observed according to applicable legislation.
5. Freedom of Association: The fundamental right of all employees to form and join trade unions and employee representation is recognized.
6. Working Hours: The supplier ensures that the maximum working hours prescribed by national law are observed.
7. Occupational Safety and Health: The supplier guarantees workplace safety and health protection according to national regulations and takes measures to prevent accidents and train employees on health and safety standards.

**§ 2 Accommodation and Housing**

1. Accommodation provided to supplier employees must meet minimum standards for proper living conditions, complying with local authority guidelines and national regulations.
2. The supplier is committed to adopting and implementing the guidelines set by authorities, including resulting obligations.

**§ 3 Wages**

1. The supplier pays employees at least the legally prescribed minimum wage according to national laws and collective agreements.

2. Upon request, the supplier provides sufficient written proof that the minimum wage has been paid.

**§ 4 Environmental Commitments**

Suppliers must act in an environmentally conscious manner, reduce the consumption of natural resources (e.g., electricity, raw materials, and water), and aim to minimize their carbon footprint. Suppliers are responsible for preventing environmental pollution and complying with national environmental regulations.

**§ 5 Business Ethics**

1. Fraud and Anti-bribery: The supplier refrains from fraudulent behavior, corruption, extortion, and bribery and ensures compliance with anti-bribery laws regarding payments, gifts, or other promises to customers, officials, and other parties.
2. Antitrust Law: The supplier adheres to fair competition and complies with antitrust laws by avoiding price agreements, market division, and restrictive measures.
3. Conflicts of Interest: The company’s interests and employees' personal interests must be strictly separated, with decisions made independently of unrelated personal considerations.
4. Trade Secrets: The supplier ensures that employees maintain confidentiality regarding trade secrets and sensitive information, prohibiting unauthorized disclosure.
5. Subcontractors: The supplier is encouraged to inform direct contractual partners of this Code of Conduct and promote its adherence among partners and subcontractors.
6. Compliance: The supplier is free to implement stricter ethical codes and is obligated to inform employees of the requirements. Relevant documentation must be maintained, and GERMAN NAVAL YARDS KIEL may inspect operations at the supplier’s facilities.

**§ 6 Violations**

1. If a supplier violates the Code, GERMAN NAVAL YARDS KIEL may demand full compliance or corrective actions.
2. The supplier must immediately inform GERMAN NAVAL YARDS KIEL of any violations of applicable laws or the Code.
3. The provisions of this Code do not affect other legal or contractual rights of GERMAN NAVAL YARDS KIEL.

Kiel, 02 January 2025

(signed as German version)

Rino Brugge
Managing Director

(signed as German version)

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