

# KOENIG & BAUER

## Code of Conduct of the Koenig & Bauer Group for suppliers and business partners

### **Introduction:**

As a globally active technology corporation, the Koenig & Bauer Group (hereinafter "Koenig & Bauer") is a leading provider in the sphere of packaging and security printing. For over 200 years we have been producing innovative printing presses tailored to the needs and requirements of our customers. The products printed, refined and processed using our systems, including packaging, banknotes, decor elements, books, newspapers and magazines or advertising materials as well have made us an integral part of the everyday lives of people worldwide. Since as far back as 1920, Koenig & Bauer has gone about its business as a public limited company with corresponding entrepreneurial responsibility towards customers, employees, investors, shareholders and the public as well as towards the environment. In assuming this responsibility, Koenig & Bauer commits to at all times observe and comply with applicable laws in all countries in which we are active, to respect ethical principles and act in a sustainable manner in everything we do. The Koenig & Bauer Code of Conduct concretizes how we meet our corporate responsibility, and thus serves as a guideline for all employees of Koenig & Bauer. Our internal compliance management continually monitors adherence to all relevant laws and regulations.

### **Scope of application:**

In order to be able to fulfil our responsibility in its entirety, we expect our suppliers and business partners and their employees as well to respect on their merits the principles detailed in the Koenig & Bauer Code of Conduct and follow them within the framework of their business activities.

Specifically, Koenig & Bauer expects its suppliers and business partners to comply with all applicable laws and regulations as well as with international and industry standards, in addition to which we in any case expect their acknowledgement of the following principles:

- **Human rights and social responsibility:**

Koenig & Bauer unreservedly supports the United Nations Guiding Principles on Business and Human Rights, and expects of its suppliers and business partners that they too respect human rights, including labour rights and the right to fair and equal treatment in their business activities.

Any form of discrimination, in particular on grounds of nationality, ethnic origins, gender, sexual orientation, religion, disability or political beliefs, will not be tolerated.

Child labour or other exploitation of children will not be accepted, regardless of the country of operation; the respectively relevant national and international laws for the protection of adolescents are to be strictly adhered to.

Legal or sector-relevant tariff regulations on minimum wages are respected.

- **Business integrity:**

Koenig & Bauer's suppliers and business partners conduct their business operations in line with the principles of fair competition and in accordance with applicable law. They

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neither offer nor grant the employees of other companies any inadmissible benefits. They draw attention to conflicts of interest. They safeguard the intellectual property of the Koenig & Bauer Group companies and take appropriate measures to protect confidential and internal information.

- **Safety and health:**

All products manufactured by our suppliers, as well as the production processes of our suppliers and their own suppliers, meet the quality and safety standards prescribed by applicable laws and the quality requirements set by Koenig & Bauer.

- **Sustainability & product safety:**

Our suppliers share the aspiration of Koenig & Bauer to go about its business in a sustainable and socially responsible manner and actively enhance its environmental performance. They comply with all applicable environmental requirements and with the requirements arising in the use and processing of hazardous substances and in respect of product safety. Our suppliers or business partners provide their employees in key positions with regular training in product safety practices.

Our suppliers and business partners undertake to also pass on the above principles to current and future associated companies at home and abroad as well as to their own contracting partners, in particular to the links in the upstream supply and production chain.

## **Rights of information and inspection**

On request, suppliers and business partners are to provide Koenig & Bauer or the respective contracting Koenig & Bauer Group company with information as to compliance with the principles set out above. Koenig & Bauer reserves the right to check on and verify the correctness of the information and the compliance of the contracting party's actions, doing so on the contracting party's premises during the regular hours of business via its internal audit department or through appointed external experts subject to prior notice and in the presence of representatives of the business partner and in accordance with applicable law, in particular in compliance with the laws on data protection.

## **Legal consequences of violations**

The failure of a supplier or business partner to adhere to the basic principles laid down in the Koenig & Bauer Code of Conduct will entitle Koenig & Bauer to cancel the business relationship by way of extraordinary termination. Koenig & Bauer may at its own discretion refrain from such consequences and instead work with the supplier towards ensuring future compliance if the supplier or business partner provides credible assurance and substantiation of having taken prompt countermeasures and introduced measures towards preventing future violations.

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## Confirmation of the supplier or business partner

We have read the Code of Conduct of the Koenig & Bauer Group for suppliers and business partners and understand its importance and implications for our company.

We will define and implement or maintain appropriate measures towards ensuring the compliance of our business operations with the specified requirements.

We have already adopted our own Code of Conduct – which is equivalent to the Code of Conduct of the Koenig & Bauer Group – and an internal control system that ensures compliance therewith. (Please provide a copy)

We will on request furnish the Koenig & Bauer Group or the respective contracting member company of the Koenig & Bauer Group with information on our compliance with the aforementioned principles and assist any audit in this respect by Koenig & Bauer or an external expert.

Supplier/business partner:

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Date:

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Signed by:

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Signature:

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Remarks:

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