

SICK SUPPLIER CODE

SICK AG and its affiliated companies within the meaning of §§ 15 et seq. of the German Stock Corporation Act (*Aktiengesetz*) (hereinafter referred to as “SICK”) are aware of their social and entrepreneurial responsibility on the international level. SICK complies with the statutory requirements as well as ethical and moral standards. SICK is also actively involved in social and cultural projects, aiming to promote sustainable coexistence. For this purpose, SICK has introduced a Code of Conduct which contains guidelines for responsible behavior of all employees (www.sick.com/gb/en/code-of-conduct).

SICK wants to promote its principles of conduct at all steps of the value chain. Therefore, SICK expects its suppliers to meet the following minimum standards and to work towards their implementation across the entire supply chain.

These **principles** include in particular, but not exclusively:

1. **Respect of human rights**
International human rights must be respected and protected.
2. **Prohibition of child labor**
Regulations governing the prohibition of child labor and the respective regulations for the protection of juvenile employees must be complied with.
3. **Prohibition of forced labor**
Any kind of promotion or implementation of forced labor and slavery is prohibited.
4. **Respect of employee needs**
Fundamental employee needs must be respected at all levels and appropriate and necessary actions must be taken to satisfy such needs. This includes, but is not limited to, actions designed to promote occupational health and safety, compliance with minimum wage regulations, freedom of association, and a non-discriminatory work environment.
5. **Compliance with data protection regulations**
Personal and confidential data of employees, customers, suppliers and other stakeholders are highly sensitive. Therefore, these data must be protected in accordance with the applicable data protection regulations and existing non-disclosure agreements.
6. **Prevention of corruption and bribery**
Corruption, bribery and extortion must not be tolerated. Any kind of corruption must be prevented and refrained from in compliance with the United Nations Convention against Corruption and the applicable national legislation. Invitations and gifts must remain within reasonable limits and must not influence business relationships. Any kind of conflicts of interest must be avoided.
7. **Pro-competitive behavior**
The applicable national and international competition laws must be adhered to. In particular the principles of fair competition and the prohibition of agreements that distort competition must be observed.

8. Environmental protection
Environmental regulations and restrictions of hazardous substances must be complied with. Furthermore, actions that are necessary within the scope of global and social responsibility and promote environmental protection in general must be taken.
9. Avoidance of usage of conflict minerals
Measures must be taken to ensure that the usage of conflict minerals is avoided. Conflict minerals are minerals that are procured directly through the violation of human rights or by accepting the violation of human rights.

SICK reserves the right to audit the compliance with these principles within the scope of customary or contractually agreed supplier audits; the audits will be performed by suitable persons (e.g. external auditors), who have been obliged to observe confidentiality. In cases where there are specific grounds for suspecting a violation against these principles, SICK may, upon giving appropriate notice, perform an unscheduled audit during the usual office hours.

If the supplier culpably violates any of the principles set out herein, SICK may demand that the supplier ceases these violations, provided that these violations are not negligible. If the supplier fails to remedy the violations after expiration of a reasonable period of time and the violations continue, SICK may terminate the relevant contract with immediate effect.

The supplier will encourage his group entities to accept and implement these principles and to propagate them.

SICK sees this Supplier Code and its underlying principles as a continuous improvement process which requires all parties to make reasonable efforts now and in the future.