

# Anton Paar Group

## Supplier Code of Conduct



The Anton Paar Supplier Code of Conduct serves as a binding guideline for all suppliers and their business relationships to ensure compliance with our principles. The current version of this document can be accessed at any time on the [website](http://www.anton-paar.com) ([www.anton-paar.com](http://www.anton-paar.com)).

## Our responsibility for a strong partnership through shared values

Our suppliers are an essential part of our success and we therefore strive for long-term and sustainable cooperation based on mutual trust and continuous development. Our partnerships with suppliers are founded on the principles of ecological, ethical and social responsibility.

The **Anton Paar Supplier Code of Conduct** serves as the basis for cooperation with our suppliers. In addition to all applicable laws, our suppliers are also committed to complying with our principles. They must ensure that their employees, their affiliated companies and their other business relationship partners are aware of and comply with the principles of this code or operate according to their own comparable code that meets our requirements.

Any violation of legal requirements or our principles is considered a significant impairment of the contractual relationship. If non-compliance is suspected, we reserve the right to request information about the relevant facts. If our requirements are demonstrably not met or if improvement measures are not implemented after a reasonable period of time, a decision will be made regarding the establishment or continuation of the business relationship.

The Supplier Code of Conduct was created based on international conventions such as the Universal Declaration of Human Rights (UDHR), the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the UN Guiding Principles on Business and Human Rights (UNGPs) and the International Labour Organization's (ILO) international labor standards.

## Our responsibility towards whistleblowers | Anton Paar Whistleblowing System

Everyone can report deviations from, or grievances related to applicable legal or contractual requirements or our principles via the [Anton Paar Whistleblowing System](#) – even anonymously. Every report is carefully and consistently investigated. We protect the interests of whistleblowers not only by having set up this secure reporting system, but also by promising to treat incoming reports confidentially to protect whistleblowers acting in good faith against any disadvantages resulting from a report. To the extent required by law, we also expect our suppliers to set up an appropriate whistleblower system.

# 1 Social responsibility

Our social responsibility is based on principles that balance fairness, respect and dignity in the workplace and promote it throughout the community.

Our suppliers must ...

- protect human rights and prohibit and prevent child and forced labor.
- ensure secure employment and fair working conditions.
- respect freedom of association, the right to collective bargaining, and the right to free expression.
- prevent discrimination and provide fair treatment and equal opportunities for everyone.
- ensure safe working conditions and fair remuneration.
- avoid minerals and metals from high-risk and conflict areas.
- employ security forces responsibly.
- respect the rights of minorities and indigenous peoples.

## 2 Environmental responsibility

We are committed to protecting the environment and promoting resource efficiency along our entire value chain.

Our suppliers must ...

- ensure resource efficiency and protect the climate.
- reduce emissions and apply environmentally friendly practices (e.g., circular economy).
- **handle** hazardous waste, chemicals and substances carefully.
- protect biodiversity, ecosystems, and animals.

## 3 Business ethics

We stand for transparency, integrity and fairness. Corruption, bribery and distortions of competition are strictly prohibited. The integrity of our business practices is a key concern for us.

Our suppliers must ...

- ensure financial responsibility and transparency.
- comply with export controls and economic sanctions.
- respect fair competition and protect intellectual property (no plagiarism).
- ensure data protection and information security.
- avoid conflicts of interest.
- prevent corruption and bribery.
- prevent money laundering and terrorism financing.
- handle invitations and gifts appropriately.