

Code of Conduct for partner companies

1. In order to enter into a business relationship, the partner company confirms that it has taken note of Engel & Zimmermann's Code of Conduct.

Available on the Engel & Zimmermann homepage:
[CodeofConduct_2seiter_EN.pdf \(engel-zimmermann.de\)](#).

2. In order to enter into a business relationship, the partner company is informed by this letter that Engel & Zimmermann is certified in accordance with the ZNU Standard for Sustainable Management.

Details on this:

[ZNU Standard – driving sustainable change | ZNU Standard](#)

3. By entering into the business relationship, the partner company warrants the following:

- To contribute to environmental and climate protection through sustainable action and the careful use of resources (e.g. energy, packaging, waste, water, soil, air)
- Integration of social and ecological aspects in the (further) development of processes and products

- Ensuring sensitive handling of data in accordance with the GDPR
- Fair competition in compliance with applicable anti-trust and competition laws
- Appropriate remuneration of employees and compliance with applicable legal requirements
- Consideration of occupational health and safety
- Compliance with human rights, fair and equal working conditions and opportunities (regardless of age, gender, origin, religion, disability, etc.)

Engel & Zimmermann expects its partner companies to reflect these criteria along the value chain. Compliance with this Code of Conduct is of crucial importance for our joint business success and the further development of the economy and society. We want our partner companies to carefully monitor and ensure compliance with this Code of Conduct.

as of: May 2024