

Target: This document reflects KERN's Code of Conduct, which makes our attitude towards social behaviour and ecology clear.

KERN stands for sustainable and long-term business practices. We are aware that as a globally active company we bear a great responsibility for our employees, the environment and society. For this reason, we are committed to adhering to ethical and sustainable practices in all our business activities. This applies especially to the relationship with our suppliers and business partners.

For KERN, sustainability in the supply chain is an important part of our corporate responsibility. For us, sustainability extends to the entire procurement process for materials, products and services. As part of a holistic approach, sustainability criteria such as environmental protection, occupational health and safety and respect for human rights are also included in the selection, evaluation and development of our suppliers.

With this in mind, KERN has developed this Code of Conduct. It represents non-negotiable minimum standards and the basis for relationships with our suppliers and business partners. In this way, we want to assume our responsibility for people and the environment and ensure that our actions and the actions of our suppliers and business partners are ethically correct, ecologically sustainable and socially responsible, ecologically sustainable and socially responsible.

1. child and forced labour

We respect the fact that our suppliers and business partners do not use forced labour or use child labour. Our suppliers and business partners shall at least comply with Convention 138 (Minimum Age), Convention 182 (Worst Forms of Child Labour) and Convention 105 (Abolition of Forced Labour) of the International Labour Organization (ILO).

2. Equal Opportunities & Non-Discrimination

We expect our suppliers and business partners to promote equal opportunities and equal treatment and to prohibit discrimination in the hiring of workers and in the promotion or granting of training and development. No employee may be discriminated against on the grounds of gender, age, skin colour, culture, ethnic origin, sexual orientation, political opinion, disability, religious affiliation or world view. Our suppliers and business partners shall comply with Convention 111 (Discrimination in Employment and Occupation) of the International Labour Organisation (ILO).

3. Occupational Health & Safety

We expect our suppliers and business partners to comply with applicable laws and regulations to protect the health and safety of their employees.

We expect our suppliers and business partners to comply with the applicable legal requirements for occupational health and safety to protect the health and safety of their employees. Suppliers and business partners shall follow internationally recognised standards, actively work to identify and correct safety deficiencies and continuously improve workplace conditions to ensure and protect health and safety.

4. minimum wage & working hours

We expect our suppliers and business partners to follow a fair remuneration policy that takes into account all local labour and wage laws. In the absence of legal or collectively agreed regulations, remuneration is based on industry-specific, local collectively agreed wages and benefits that ensure a decent standard of living for employees and their families. Our suppliers and business partners must comply with Convention 100 (Equal Remuneration) of the International Labour Organisation (ILO).

5. Prohibition of corruption

KERN's suppliers and business partners do not tolerate corrupt practices and take action against them. KERN requires its suppliers and business partners to reject and prevent any form of corruption. This also includes so-called „facilitation payments“ (illegal payments to speed up routine administrative matters). Suppliers shall ensure that their employees, subcontractors or agents do not give or offer bribes, kickbacks, improper donations or other improper payments or benefits to customers, public officials or other third parties. Neither shall they accept such payments or benefits from them.

6. Protection of environment

All KERN suppliers and business partners continuously improve their environmental performance. Suppliers implement suitable environmental management systems for this purpose, for example in accordance with the international standard ISO 14001 or the EU EMAS Regulation.

Suppliers may need to prove REACH registration. We also rely on the self-assessment tool for existing suppliers and request appropriate supporting documents that meet our sustainability requirements. Certificates, documentation, and sustainability reports are evaluated for this purpose.

7. Confidentiality

All information that has not been made publicly available is subject to confidentiality and may not be disclosed to unauthorised third parties either during or after termination of the business relationship.

Personal data can only be processed in accordance with the applicable statutory provisions on data protection.

8. EU Conflict Minerals Regulation also known as Regulation (EU) 2017/821.

We expect compliance with the above regulation from our suppliers and adhere to it for our products.



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General Management