

CODE OF CONDUCT

for Business Partners



This Code of Conduct defines the most important principles and requirements of the JÄGER Group and describes our globally binding rules for responsible action, which are intended to protect our employees, our company, as well as our business partners. We regard compliance with this guideline as a fundamental prerequisite for high quality standards, economic success, and sustainable corporate development. We also expect our business partners to adhere to these ethical standards.

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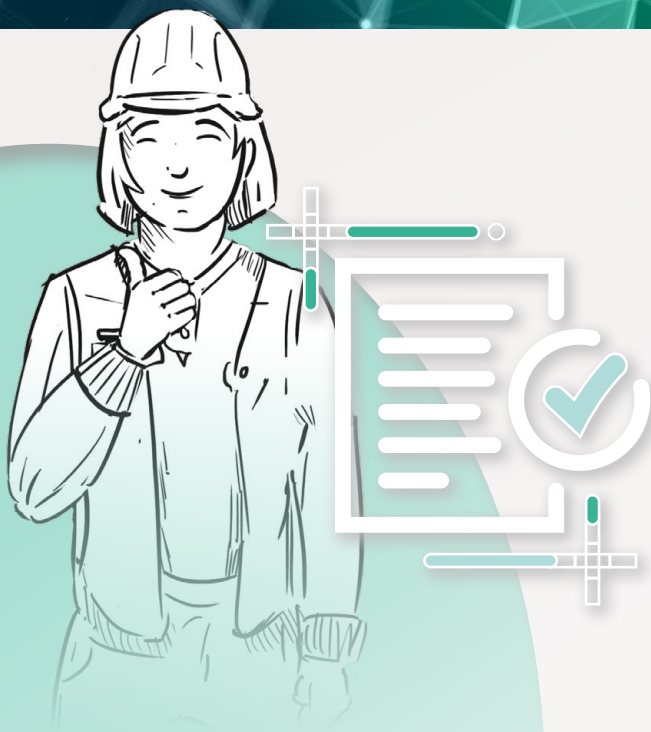
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1 COMPLIANCE

Regulatory monitoring is an integral part of the JÄGER Group's corporate philosophy. As an internationally active company, we have defined compliance with national and international legal regulations as well as adherence to ethical principles as our top priority.

Through the JÄGER Group's global compliance system, continuous monitoring is ensured. Preventive and control measures such as regular audits, the four-eyes principle, and the timely communication and implementation of new legal requirements support the seamless execution of our compliance process. This process also extends beyond the boundaries of our company.

In particular, we expect our business partners to comply with all national and international legal provisions and to observe ethical principles at all business levels.



HUMAN RIGHTS 2

The JÄGER Group assumes responsibility for its employees and for all business partners involved in commercial activities. We do not in any way accept working conditions that violate human dignity or reflect inhumane circumstances. We especially expect our business partners to comply with the globally recognized provisions for the protection of human rights.

All forms of child or forced labor are strictly prohibited. Our business partners are obliged to ensure that no child or forced labor is used during the entire production process.

We do not tolerate any discrimination and require our business partners to promote the principle of equal treatment and equal opportunities for their employees, regardless of ethnic origin, gender or sexual orientation, religion or political affiliation, age, or disability. Respectful and tolerant interaction with all employees is essential to us and is also expected from our business partners.

The compensation provided to employees must be fair, appropriate, and at least in line with the respective national legal standards. We place the same requirements on our business partners.

The JÄGER Group ensures compliance with legally regulated working hours. We expect our business partners to ensure that overtime is performed only in exceptional cases and that it is appropriately compensated or balanced with time off. Rest periods and break regulations must be observed in order to promote health and well-being.

In addition to preventive measures, the JÄGER Group is committed to structured management of incidents and accidents. All safety-related events must be documented and analyzed in order to derive measures to prevent future risks. We expect our business partners to implement a comparable system for recording, analyzing, and preventing accidents and near misses in their operations.



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SOCIAL RESPONSIBILITY AND SUSTAINABILITY

The safety and health of our employees, alongside the quality of our products, are of the highest importance and form an integral part of our responsibility.

All business partners must comply with safety and health standards in the form of preventive occupational safety in order to protect their employees or third parties from hazards. This includes, among other things, the appropriate design and maintenance of production facilities, workplaces, and production equipment to ensure proper levels of noise, lighting, and air quality. Suitable fire protection measures such as fire extinguishers, evacuation plans, and regular fire drills must be ensured.

In addition to ensuring access to clean drinking water and the provision of proper sanitary facilities, business partners are obliged to make adequate emergency preparedness arrangements for their employees. This includes sufficient safety equipment, building designs in compliance with safety regulations, and regular training of employees on how to act in emergency situations.

The JÄGER Group's health and safety policy includes a strict prohibition of illegal drugs and alcohol in the workplace. We expect our business partners to comply with these prohibitions as well.

Environmentally friendly and sustainable production, in line with our environmental and energy policy, is very important to the JÄGER Group. We comply with applicable environmental regulations and strive, wherever possible, to exceed the legal minimum requirements by minimizing waste and emissions in order to reduce the burden on soil, air, and water. This includes, in particular, avoiding process-related waste (especially plastic waste), chemicals, or other hazardous substances as much as possible and, where their use is unavoidable, ensuring proper handling and disposal.

From the design of production facilities and equipment, the development of products, the selection of raw materials, and the manufacturing processes, the above-mentioned environmental protection goals are taken into account and implemented in line with the current state of technology.

We also expect our business partners to handle environmentally hazardous substances responsibly and to use natural resources sparingly. This also includes reducing energy consumption, waste, and emissions as much as possible, and responsibly disposing of environmentally harmful waste (especially plastic waste) or chemicals.



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FAIR COMPETITION

As an internationally active company, the JÄGER Group is in constant competition with other companies. The basis of our economic success is free and fair competition. On this basis, we conduct our business and expect our business partners to act in accordance with the applicable competition laws.

Prices, terms, or capacities must neither be agreed upon nor coordinated with competitors. Agreements on the allocation of customers, territories, or production programs are strictly prohibited. A dominant market position must not be unlawfully exploited. Our business partners must not unlawfully obtain competition-relevant information or knowingly spread false information about a competitor or their products or services.

The JÄGER Group does not tolerate corrupt practices or other unfair business practices in any way. Any violation of antitrust or anti-corruption laws will be pursued and may result in sanctions against the responsible person. This applies regardless of whether the person pays bribes themselves, conspires with another person for this purpose, or supports others in violating antitrust or anti-corruption laws.

All business relationships are maintained for objective reasons and are not influenced by private interests or personal gain. Offering or accepting benefits in the form of gifts, services, or invitations in order to influence business relationships is not permitted for our employees. We expect the same behavior from our business partners.



ESCALATION POLICY

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In this Code of Conduct, we have established the values and standards of the JÄGER Group. The aim is to create a working environment where fairness, integrity, and respect are the norm. This is particularly important in difficult situations where questionable behavior or practices need to be investigated.

Should such a case arise, the JÄGER Group stands behind its employees and supports anyone who addresses such behavior. An internal reporting process is available to our employees, through which behavior at the JÄGER Group or by business partners that may violate legal regulations can be reported to our Compliance Officer. This triggers an internal investigation process that evaluates the reported behavior and determines appropriate consequences.

Employees do not need to fear any retaliation or disciplinary measures. The primary objective is to protect the principles and standards of the JÄGER Group. Discrimination against our employees will not be tolerated. Confidentiality and anonymity are given high priority.



6 DATA PROTECTION

The JÄGER Group is committed to complying with applicable data protection regulations, thereby creating the foundation for a trustful collaboration with employees and business partners. This strengthens the JÄGER Group's position as a reliable and future-oriented business partner and an attractive employer in a rapidly changing, information-driven society.

Our globally applicable data protection concept aims to present the aspects of data protection law in a consolidated documentation. For example, this ensures not only compliance with the European General Data Protection Regulation (GDPR) but also the ability to prove compliance.

We especially want to respect the privacy of our employees and business partners. The protection of their personal data is a priority for us. Personal data is used exclusively for legitimate business or employment-related purposes or to fulfill legal requirements.

At the same time, the introduction of secure processes and IT structures within our data protection concept serves to comprehensively protect our know-how as well as that of our business partners.

We require our business partners to commit to handling personal data responsibly and carefully, and to use it exclusively for legitimate business or employment-related purposes or to fulfill legal obligations. To protect corporate interests, any unauthorized disclosure of trade and business secrets to third parties is prohibited.

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SCOPE AND COMPLIANCE

The business partner hereby undertakes to comply with this Code of Conduct and to ensure compliance by their subcontractors.

Compliance with this Code of Conduct requires transparency in supply chains. In cases of known and confirmed concerns that may affect the business of the JÄGER Group, we may, for monitoring purposes, request documentation, conduct on-site audits, review and approve corrective action plans, and verify the implementation of corrective measures. Furthermore, we expect our business partners, upon request, to provide adequate documentation proving that the requirements of this Code of Conduct are also followed within their supply chain.

This Code of Conduct must be interpreted and applied within the legal framework of each country. If necessary, this Code of Conduct may be amended at any time.

A violation of the principles and requirements of this Code of Conduct constitutes a material breach of contract by the business partner and entitles the JÄGER Group to immediately terminate the supply relationship, in whole or in part.

Legally binding signature:**Business partner:**

Company

Place / Date

Name

Signature/Stamp

Job title