



Supplier Code of Conduct

Content

1.	Introduction	2
2.	Requirements for Suppliers	3
2.1	Social Responsibility	3
	Exclusion of Forced Labor	3
	Prohibition of Child Labor	3
	Fair Wages	3
	Fair Working Hours	4
	Freedom of Association	4
	Prohibition of Discrimination	4
	Health Protection; Safety in the Workplace	4
	Preservation of Natural Resources	4
	Dealing with Conflict Minerals	5
2.2	Environmental Responsibility	5
	Treatment and Discharge of Industrial Water	5
	Dealing with Air Emissions	5
	Handling Waste and Hazardous Substances	5
	Reduce Consumption of Raw Materials and Natural Resources	6
	Dealing with Energy Consumption / Efficiency	6
2.3	Ethical Business Conduct	6
	Fair Competition	6
	Confidentiality / Data Protection	6
	Intellectual Property	6
	Integrity / Bribery; Accepting Benefits	7
3.	Implementation of Requirements	8
4.	Acknowledgement and Agreement by the Supplier	9

1. Introduction

Fohhn Audio AG is committed to environmentally and socially responsible corporate governance. We expect the same behavior from all our suppliers. We also require our employees to observe the principles of environmental, social, and ethical behavior and to integrate them into the corporate culture. Furthermore, we strive to continuously optimize our business activities and products in terms of sustainability and encourage our suppliers to contribute to this in line with a holistic approach.

For future cooperation, the contracting parties agree to the validity of the following provisions for a joint code of conduct. This agreement shall serve as the basis for all future deliveries. The contracting parties undertake to comply with the principles and requirements of the code of conduct and to support each other in doing so. The supplier undertakes to present this code of conduct to its subcontractors and to endeavor to contractually oblige them to comply with the standards and regulations listed herein. This agreement shall enter into force upon signature. Any violation of this code of conduct may ultimately constitute grounds and cause for us to terminate the business relationship, including all associated supply contracts.

The Code of Conduct is based on national laws and regulations such as the German Supply Chain Due Diligence Act (LkSG), as well as international agreements such as the UN Civil Covenant and the UN Social Covenant, the Guidelines on Children's Rights and Business, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization's international labor standards, and the United Nations Global Compact.

2. Requirements for Suppliers

2.1 Social Responsibility

Exclusion of Forced Labor

No forced labor, slave labor, or similar forms of labor may be used. All work must be voluntary and carried out without threat of punishment. Employees must be able to terminate their work or employment relationship at any time. Furthermore, there must be no unacceptable treatment of workers, such as psychological abuse, sexual harassment, and humiliation. The commissioning or use of security forces must be refrained from if persons are treated in an inhumane or degrading manner or injured during their deployment, or if freedom of association is impaired.

Prohibition of Child Labor

Child labor must not be used at any stage of production. Suppliers are required to comply with the recommendation in the ILO conventions on the minimum age for employment of children. According to this, the age must not be lower than the age at which compulsory schooling ends under the law of the place of employment and in any case not below 15 years. If children are found at work, the supplier must document the measures to be taken to remedy the situation and enable the children to attend school. Young workers under the age of 18 may not be employed in work that is harmful to the health, safety, or morals of children. Special protective regulations must be observed.

Fair Wages

Remuneration for regular working hours and overtime must correspond to the national statutory minimum wage or the minimum standards customary in the industry, whichever is higher. Remuneration for overtime must in all cases exceed the remuneration for regular hours. If the remuneration is insufficient to cover the costs of normal living expenses and to build up a minimum level of savings, the supplier is obliged to increase the remuneration accordingly. Employees must be granted all benefits required by law. Wage deductions as punitive measures are not permitted. The supplier must ensure that employees receive clear, detailed, and regular written information about the composition of their remuneration.

Fair Working Hours

Working hours must comply with applicable laws or industry standards. Overtime is only permitted if it is voluntary and does not exceed 12 hours per week, while employees must be given at least one day off after six consecutive working days. Weekly working hours must not regularly exceed 48 hours.

Freedom of Association

The right of workers to form and join organizations of their choice, to bargain collectively, and to strike must be respected. In cases where freedom of association and the right to bargain collectively are restricted by law, alternative means of independent and free association of workers for the purpose of collective bargaining must be provided. Workers shall not be discriminated against based on forming, joining, or being a member of such an organization. Worker representatives shall be granted free access to their colleagues' workplaces to ensure that they can exercise their rights in a lawful and peaceful manner.

Prohibition of Discrimination

Any form of unequal treatment of employees is prohibited unless it is justified by the requirements of the job. This applies, for example, to discrimination based on gender, national, ethnic, or social origin, skin color, disability, health status, political beliefs, ideology, religion, age, pregnancy, or sexual orientation. The personal dignity, privacy, and personal rights of each individual are respected.

Health Protection; Safety in the Workplace

The supplier is responsible for providing a safe and healthy working environment. Appropriate occupational safety systems shall be established and implemented to take the necessary precautions against accidents and damage to health that may arise in connection with the work. Excessive physical or mental fatigue shall be prevented by appropriate measures. In addition, employees shall be regularly informed and trained on applicable health and safety standards and measures. Employees shall be provided with access to sufficient drinking water and clean sanitary facilities.

Preservation of Natural Resources

The supplier must not, in violation of legitimate rights, deprive people of land, forests, or water

whose use secures their livelihoods. The supplier must refrain from harmful soil changes, water and air pollution, noise emissions, and excessive water consumption if this damages people's health, significantly impairs the natural basis for food production, or prevents people from accessing clean drinking water or sanitary facilities.

Dealing with Conflict Minerals

For the conflict minerals tin, tungsten, tantalum, and gold, as well as for other raw materials such as cobalt, the company is establishing processes in accordance with the guidelines of the Organization for Economic Cooperation and Development (OECD) for fulfilling its duty of care to promote responsible supply chains for minerals from conflict and high-risk areas and expects the same from its suppliers. Smelters and refineries without adequate, audited due diligence processes should be avoided.

2.2 Environmental Responsibility

Treatment and Discharge of Industrial Water

Wastewater from operational processes, manufacturing processes, and sanitary facilities must be classified, monitored, checked, and treated if necessary, before discharge or disposal. In addition, measures should be introduced to reduce the generation of wastewater.

Dealing with Air Emissions

General emissions from operational processes (air and noise emissions) and greenhouse gas emissions must be classified, routinely monitored, checked, and treated if necessary before they are released. The supplier is also responsible for monitoring its exhaust gas purification systems and is required to find economical solutions to minimize all emissions.

Handling Waste and Hazardous Substances

The supplier shall follow a systematic approach to identifying, managing, reducing, and responsibly disposing of or recycling solid waste. The prohibitions on the export of hazardous waste in the Basel Convention of March 22, 1989, as amended, must be observed. Chemicals or other materials that pose a hazard when released into the environment must be identified and handled in such a way that safety is ensured during handling, transport, storage, use, recycling or reuse, and disposal. Mercury must be used in accordance with the prohibitions of the Minamata Convention of October 10, 2013,

and persistent organic pollutants in accordance with the Stockholm Convention of May 23, 2001, in its current version.

Reduce Consumption of Raw Materials and Natural Resources

The use and consumption of resources during production and the generation of waste of any kind, including water and energy, must be reduced or avoided. This can be achieved either directly at the point of origin or through processes and measures such as changing production and maintenance processes or company procedures, using alternative materials, saving resources, recycling, or reusing materials.

Dealing with Energy Consumption / Efficiency

Energy consumption must be monitored and documented. Cost-effective solutions must be found to improve energy efficiency and minimize energy consumption.

2.3 Ethical Business Conduct

Fair Competition

The standards of fair business practices, fair advertising, and fair competition must be observed. In addition, applicable antitrust laws must be applied, which prohibit agreements and other activities that influence prices or conditions when dealing with competitors. Furthermore, these regulations prohibit agreements between customers and suppliers that restrict customers' freedom to determine their prices and other conditions autonomously when reselling.

Confidentiality / Data Protection

The supplier undertakes to meet the reasonable expectations of its client, suppliers, customers, consumers, and employees with regard to the protection of private information. The supplier must comply with data protection and information security laws and official regulations when collecting, storing, processing, transmitting, and passing on personal information.

Intellectual Property

Intellectual property rights must be respected; technology and know-how transfer must be carried out in such a way that intellectual property rights and customer information are protected.

Integrity / Bribery; Accepting Benefits

All business activities must be based on the highest standards of integrity. The supplier must pursue a zero-tolerance policy towards all forms of bribery, corruption, extortion, and embezzlement. Procedures for monitoring and enforcing standards must be applied to ensure compliance with anti-corruption laws.

3. Implementation of Requirements

We expect our suppliers to identify risks within their supply chains and to take appropriate measures. In the event of suspected violations and in order to secure supply chains with increased risks, the supplier shall inform us promptly and, if necessary, regularly about the identified violations and risks as well as the measures taken.

We check compliance with the standards and regulations listed in this document using a self-assessment questionnaire and visits to the suppliers' production sites. The supplier agrees that we may, at our expense, carry out such supplier visits as necessary to verify compliance with the Code at the supplier's premises during normal business hours after giving reasonable notice by persons appointed by us. The supplier may object to individual measures if these would violate mandatory data protection regulations.

4. Acknowledgement and Agreement by the Supplier

By acknowledging this document, the supplier undertakes to act responsibly and to comply with the principles/requirements listed herein. The supplier undertakes to communicate the content of this code to its employees, agents, and subcontractors in a manner that is understandable to them and to take all necessary precautions to implement the requirements.