


Supplier Code of Conduct





This Code of Conduct is intended to serve as the basis and standard for cooperation with all of our suppliers. We expect that our suppliers - like us - comply with all applicable laws and act according to similar ethical and moral values.

We ask you to confirm compliance with the Code of Conduct. In addition, IKA carries out supplier evaluations including risk assessments.

If criteria are not met, IKA reserves the right to take follow-up measures up to and including termination of the business relationship, depending on the severity of the violation.

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| Company: | |
| Address: | |
| Name: | |
| Position: | |
| Signature: | |
| We confirm compliance with the IKA supplier code as follows: | |

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| <p>Compliance with Human Rights</p>  | <p>We protect the personal rights and privacy of our employees. We do not tolerate discrimination, bullying, offensive behaviour, harassment, or child labor. We promote equal opportunities. We do not tolerate any form of forced labor or torture. We accept the right to freedom of expression and freedom of assembly and association. Persons under the age of 18 will only be employed in strict compliance with all applicable laws. We pay regular wages and comply with minimum wage regulations. We comply with working and rest-times.</p> |
| <p>We protect the environment and conserve natural resources. The environmental compatibility of our products is important to us. We comply with all applicable environmental protection laws.</p> | <p>Environmental Protection</p> |
| <p>Technical Security</p> | <p>The safety of our products is important to us. We strive to work according to the current state of the art and pursue a continuous process of further development.</p> |

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| <p>We comply with all applicable laws and regulations regarding sustainability. We consider topics such as responsible procurement and waste management, packaging management, assessment and minimization of the CO₂ footprint, responsible transport and efficient use of energy.</p> | <p style="text-align: center;">Sustainability</p>  |
| <p style="text-align: center;">Security</p>  | <p>The safety of our employees is our top priority. All occupational safety laws are complied with. Accidents at work are carefully investigated and necessary measures are taken. We comply with all safety and hygiene regulations and regularly train our employees in this regard. We provide necessary protective equipment.</p> |
| <p>We comply with all antitrust regulations to ensure fair trade.</p> | <p style="text-align: center;">Fair Competition</p> |
| <p style="text-align: center;">Anti-Corruption</p>  | <p>We do not grant or accept any improper benefits. Invitations must not give the appearance of being influenced. Fraud, bribe payments and balance sheet manipulation are acts that we cannot tolerate. Money laundering activities are not supported in any way. We work according to the “know your customer/supplier” principle.</p> |
| <p>We comply with all rules and regulations regarding customs as well as all provisions of foreign trade law, in particular sanction restrictions. We take appropriate organizational measures to ensure compliance with export and import regulations.</p> | <p style="text-align: center;">Export Control</p> |
| <p style="text-align: center;">Data Protection</p>  | <p>We follow the regulations of the GDPR, applicable national, European and international data protection law and protect personal data of employees and business partners. No personal data may be processed except in accordance with applicable laws. We treat business secrets from our business partners confidential.</p> |



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| <p>We take necessary measures to ensure cybersecurity. We take appropriate measures based on our risk analysis to keep the occurrence of cyber security incidents or the impact of security incidents as low as possible. It is important for us to maintain security throughout our supply chain. We also require our suppliers to take appropriate cybersecurity measures.</p> | <p>Cyber Security</p> |
| <p>Business Partner</p> | <p>We expect all of our business partners to comply with the points mentioned above and act accordingly. We carry out risk surveys and assessments and derive resulting measures.</p> |
| <p>We have a whistleblower system and enable our employees and business partners to report violations of laws and regulations; at least when required by local laws.</p> | <p>Whistleblower Mechanism</p> |

IKA reserves the right to view evidence of the points listed above during company visits with unannounced audits in order to ensure compliance. In the event of a deviation, IKA reserves the right to request a corrective action plan from the supplier. If this is not complied with or the corrective measures are not taken, IKA reserves the right to take further measures up to and including termination of the business relationship.

March 2025

