



TIRA GmbH's Supplier Code of Conduct

Preamble

TIRA GmbH (hereinafter "TIRA") conducts its business responsibly, in compliance with the law and with due regard for recognised ethical, social and environmental principles. We expect our suppliers and their sub-suppliers to adhere to the same principles. This Code of Conduct summarises the key requirements we place on our business relationships. It is based on the principles of the UN Global Compact, the core labour standards of the International Labour Organisation (ILO) and the OECD Guidelines for Multinational Enterprises.

1. Human Rights

The supplier shall respect internationally recognised human rights and ensure that it is not involved in any human rights violations. It shall respect the dignity, privacy and personal rights of every employee.

2. Prohibition of Child Labour and Forced Labour

- The supplier does not employ children. The minimum age for admission to employment is governed by the ILO Conventions and the applicable national regulations, but shall in any case be no less than the age at which compulsory schooling ends.
- Any form of forced, compulsory or slave labour, as well as human trafficking, is prohibited. All employment relationships are based on voluntary participation and may be terminated by the employee subject to reasonable notice periods.

3. Prohibition of Discrimination

The supplier guarantees equal opportunities and equal treatment. No one may be disadvantaged on the grounds of ethnic or social origin, skin colour, gender, age, nationality, disability, religion or belief, political opinion or sexual orientation. Harassment and bullying will not be tolerated.

4. Working Conditions

- Remuneration and social benefits shall meet at least the applicable legal requirements, including regulations on minimum wages and overtime.
- The maximum working hours and holiday entitlements prescribed by law shall be observed. Where no national regulations exist, the ILO's labour and social standards shall apply.
- Freedom of association and the right to collective bargaining are respected within the framework of the applicable laws.

5. Health and Safety at Work

The supplier shall ensure a safe and healthy working environment and comply with the relevant health and safety regulations. It shall take appropriate measures to prevent accidents at work and work-related illnesses.

6. Environmental Protection

- The supplier shall comply with applicable environmental laws and regulations and hold the necessary permits.
- The supplier shall use natural resources sparingly, avoid and reduce waste and emissions, and use environmentally friendly and recyclable packaging.
- Products supplied comply with the REACH Regulation (EC) No 1907/2006 and the requirements of the RoHS Directive.

– 7. Prohibition of Corruption and Bribery

The supplier does not tolerate any form of corruption, bribery, accepting or offering bribes, or the acceptance or granting of undue advantages. Invitations and gifts must remain within the bounds of customary business practice and must not be such as to unduly influence business decisions. The supplier shall comply with the applicable provisions of antitrust and competition law.

8. Supply Chain

The supplier shall take reasonable steps to ensure that its own suppliers also comply with the principles set out in this Code of Conduct.

9. Compliance and Verification

The supplier shall comply with applicable laws and the principles of this Code of Conduct. The supplier shall permit TIRA to verify compliance to a reasonable extent and following prior notice, or to have compliance demonstrated by means of a self-declaration. Upon request from customers who require sustainability data going beyond statutory obligations, TIRA shall provide information in accordance with the voluntary VSME standard.

10. Violations

Any violations of this Code of Conduct must be reported to TIRA. Material violations that the supplier fails to remedy within a reasonable period of time despite being requested to do so entitle TIRA to terminate the business relationship.

TIRA GmbH, Schalkau, 24.06.2026