



Code of Conduct for Suppliers

QMH.020.001

Valid from: 2024-02-20

AMSilk GmbH
Anna-Sigmund-Str. 1-3
D-82061 Neuried/München
Phone: +49 (89) 5795393-0
Fax: +49 (89) 5795393-30
info@amsilk.com
www.amsilk.com

Trade Register HRB 174330
Amtsgericht München
Managing Directors: Ulrich Scherbel, Arne Treinies

Table of contents

1. FOREWORD	3
2. SUSTAINABLE DEVELOPMENT GOALS (SDGS)	4
3. GENERAL LAWS & REGULATIONS	5
3.1 ANTI-BRIBERY & CORRUPTION	5
3.2 ANTI-MONEY LAUNDERING & ANTI-TRUST	5
3.3 DATA PROTECTION & PRIVACY	5
3.4 SECURITY	6
4. SUSTAINABLE PRODUCT DEVELOPMENT	6
5. LABOUR PRACTICES AND HUMAN RIGHTS	7
5.1 HUMAN RIGHTS	7
5.2 CONTRACTUAL AGREEMENTS	7
5.3 WAGES, BENEFITS AND WORK HOURS	7
5.4 HEALTH AND SAFETY	8
6. RESPONSIBLE SUPPLY CHAIN CRITERIA	8
6.1 PROCUREMENT OF RAW MATERIALS and PURCHASE OF SERVICES	8
6.2 PRODUCT SAFETY & QUALITY	8
7. ENVIRONMENT	9
7.1 ENVIRONMENTAL MANAGEMENT & COMPLIANCE	9
7.2 RESOURCE REDUCTION AND POLLUTION PREVENTION	9
7.3 ENERGY USAGE AND GREENHOUSE GAS (GHG) EMISSIONS	9
7.4 WATER	9
7.5 WASTE	10
8. APPLICATION AND IDENTIFICATION OF CONCERNS	10
8.1 GENERAL COMPLIANCE	10
8.2 EVALUATION	10
8.3 NON-COMPLIANCE	11
9. History of Change	11
10. Acknowledgement of terms	11

Supplier Code of Conduct

1. FOREWORD

We are driving the change to better and more sustainable products, and it is our goal to make smart biotech materials for everyday life and accessible to everyone. Our business model is based on collaboration. Together with our business partners we develop joint visions and clearly define the roles of all stakeholders, enabling us to build sustainable business models that add maximum value for both parties. Our commitment to acting responsibly in our own business and in our business relationships is anchored in the following guidelines:

- QMH.002.002 Code of Conduct.pdf
- QSP.052.001 Supplier qualification AMSilk.pdf

This Code of Conduct for Suppliers specifies our expectations, and we require that our suppliers adhere to it, and ensure their operations comply with the relevant principles. As a general principle, we expect our suppliers to comply with the principles stipulated in the:

- OECD Guidelines for Multinational Enterprises
- UN Guiding Principles on Business and Human Rights

To ensure that the requirements of this Code of Conduct are consistently met and that adhering to it can be verified, we expect our business partners and suppliers to put in place appropriate management systems and business processes. Suppliers acknowledge that we may conduct monitoring visits or require third party audits to both verify compliance and support continuous improvement.

2. SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The SDGs set by the United Nations in 2015 define global priorities and aspirations for 2030. AMSilk is committed to supporting the SDGs through its business activities and asks its suppliers also to do their best by putting the world on a sustainable path. At the beginning of each chapter, you will find which SDGs will be influenced positively by complying with the relevant requirements.

SUSTAINABLE DEVELOPMENT GOALS



AMSilk is primarily committed to these goals and will demand that suppliers comply with the measures required to achieve these goals to the same extent.



3. GENERAL LAWS & REGULATIONS



Suppliers shall comply with all applicable laws and regulations relating to their activities and the countries in which they operate. In doing so, suppliers must put in place appropriate systems and controls to ensure continued compliance.

Where there are differences or conflicts between this Code of Conduct and local laws and regulations, the higher standard should always prevail.

3.1 ANTI-BRIBERY & CORRUPTION

Suppliers shall comply with all laws and regulations, and any related standards, which are relevant to avoiding bribery and corruption in all countries in which they conduct business.

Suppliers must neither be involved nor implicated, in any way, in any act of corruption for either their own benefit or that which could compromise the making of objective and fair business decisions. Suppliers must take steps to ensure that improper payments are not offered or made, or solicited or received, in the conduct of their business.

Suppliers must put in place a non-retaliation policy to protect employees voicing a concern or refusing to engage in an act of bribery or corruption.

3.2 ANTI-MONEY LAUNDERING & ANTI-TRUST

AMSilk will not tolerate money laundering or the financing of terrorism. Suppliers must comply with competition laws (also known as antitrust laws), which promote free and fair competition around the world.

Suppliers must ensure they do not engage in discussions or activities (e.g. at trade associations or with competitors) that would lead to the allegation or appearance of improper, anti-competitive behavior.

3.3 DATA PROTECTION & PRIVACY

Suppliers shall comply with their obligations under all relevant data protection laws, including security of personal data, as well as to respective regulation, e.g., GDPR, in particular with regard to

personal data of customers, consumers, employees and shareholders. In doing so, suppliers shall implement appropriate technical and organizational measures to protect any personal data they possess against unauthorized or unlawful processing, and against accidental loss, destruction, damage, alteration, or disclosure.

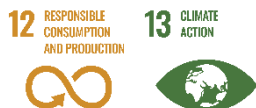
Where suppliers process personal data on behalf of AMSilk, they will enter into any relevant data processing agreement required to ensure that such processing is compliant with all relevant data protection laws and regulations.

3.4 SECURITY

Suppliers shall assess risks and implement measures to ensure the safety and security of employees, contractors and visitors in their operations. Suppliers shall further ensure that all security personnel respect the human rights and dignity of all people and are trained on the issue.

Suppliers shall ensure the physical integrity and security of people and cash-convertible valuables in their operations and during transportation to or from their operations to avoid the encouragement of fraud, crime and related anti-social behavior.

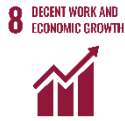
4. SUSTAINABLE PRODUCT DEVELOPMENT



Suppliers are encouraged to factor appropriate environmental and social considerations into the full lifecycle of their processes, technologies, products and packaging in order to optimize the environmental performance of their products through the product life cycle, and to maximize opportunities for positive social impact. Where feasible, products, packaging and packing shall be designed in accordance with circular economy principles such as eco-design & eco-efficiency (including aspects of recyclability, waste reduction, and reusability, to limit the use of resources), and avoid planned obsolescence.

Suppliers shall be ready to provide the relevant data to establish a life cycle analysis of the offered service or product.

5. LABOUR PRACTICES AND HUMAN RIGHTS



5.1 HUMAN RIGHTS

Suppliers and their subcontractors must adhere to the prohibition of child labor, of all forms of slavery or practices similar to slavery, and of employment of persons in forced labor in accordance with the respective conventions of the International Labour Organization.

Suppliers and their subcontractors must respect the right of freedom of association and the prohibition of unequal treatment in employment, for example on the grounds of national and ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief, unless this is justified by the requirements of the employment.

5.2 CONTRACTUAL AGREEMENTS

Suppliers and their subcontractors must establish in writing the terms and conditions of their employees' agreements and work contracts. The conditions of the employment contracts should follow the most stringent international standards and laws that are currently in force. Said work agreements must promote stable employment and will not violate the rights of employees that are protected by the applicable laws.

Suppliers must not employ any workers who do not have the right to work, including illegal immigrants. There shall be no instances of subcontracting or home working without the prior written permission of AMSilk.

5.3 WAGES, BENEFITS AND WORK HOURS

Wages and all legally mandated benefits (e.g. medical insurance, social insurance, pensions, and so on) paid for a standard working week must meet, at a minimum, national legal standards or industry benchmark standards, whichever is highest. For piece-rate workers, their working day shall give at least the equivalent of a minimum day-wage. Wages should always be enough to meet basic needs and to provide some discretionary income. This means suppliers should promote living wages. A living wage is a remuneration received by a worker for a standard working week, sufficient to afford a decent standard of living for the worker and their family.

We expect the employees of our suppliers to have regular working hours that do not endanger their health. Suppliers shall ensure normal working hours comply with ILO conventions, as well as with national legislation or the prevailing industry standards.

5.4 HEALTH AND SAFETY

Suppliers shall comply with all applicable health and safety laws and regulations by providing a safe and healthy working environment and assign responsibility for health and safety to a senior management representative. Suppliers shall have a process in place to identify the health and safety risks associated with their operations, determine the relative significance for each risk, and implement the appropriate risk mitigation actions. Workers shall be informed of these significant risks to their health and safety. Suppliers must put in place appropriate procedures regarding occupational health and safety, keep them up-to-date and make sure they are communicated.

6. RESPONSIBLE SUPPLY CHAIN CRITERIA



6.1 PROCUREMENT OF RAW MATERIALS and PURCHASE OF SERVICES

Certain raw materials, intermediate products and services may pose human and environmental risks. Certain services – especially those involving a lot of unskilled and low-paid labour or many subcontractors – are also particularly risky. We expect suppliers who purchase hazardous raw materials, inputs or services to establish and continuously improve effective management systems to identify, reduce or address human rights and environmental risks in their supply chain.

6.2 PRODUCT SAFETY & QUALITY

All country-specific laws and legal requirements must be complied with. Relevant information (e.g. product information, safety data sheets, notification or registration confirmations, uses, and exposure scenarios) must be provided upon request.

7. ENVIRONMENT



7.1 ENVIRONMENTAL MANAGEMENT & COMPLIANCE

Suppliers shall comply with all applicable environmental laws and regulations. All required environmental permits, licences, information registrations and restrictions shall be obtained, and their operational and reporting requirements followed. Suppliers should use appropriate methodologies to identify and assess the risks of harm in their own operations and those of their business partners and carry out risk-based due diligence.

7.2 RESOURCE REDUCTION AND POLLUTION PREVENTION

We ask our suppliers to do their best to continuously minimize their resource consumption (water and virgin forest products) and environmental impact (e.g. emissions, pollutants and waste). Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source, or by practices such as adding pollution control equipment, modifying production and maintenance processes, or by other means.

7.3 ENERGY USAGE AND GREENHOUSE GAS (GHG) EMISSIONS

Suppliers shall monitor their energy consumption and take actions to reduce greenhouse gas emissions and combat climate change. They shall collect and record data linked to their carbon footprint and provide data to AMSilk upon request.

7.4 WATER

Suppliers shall have sustainable water management practices in place. Wastewater shall be treated and purified to respect local legislation and prevent pollution. Suppliers located in water-scarce regions shall have strong water management systems in place and collect data (e.g. water withdrawals, water consumption, wastewater and recycled water) to minimize adverse impacts to the local community. They shall collect and record data linked to their carbon footprint and provide data to AMSilk upon request.

7.5 WASTE

Suppliers shall prevent pollution and identify significant sources of waste and manage the identified waste responsibly. Suppliers shall dispose of waste in compliance with the applicable laws or, where such laws do not exist, in line with international standards, do their best to prevent waste going to landfill and provide data to AMSilk upon request.

8. APPLICATION AND IDENTIFICATION OF CONCERNS

8.1 GENERAL COMPLIANCE

AMSilk expects their suppliers to communicate the principles of this Code of Conduct to their employees, subcontractors and relevant third parties with whom they do business, and to ensure said principles are integrated into the respective operations. Suppliers shall proactively report any existing or potential issues they have with the requirements set out in this Code of Conduct, along with their proposed remediation plans for consideration.

8.2 EVALUATION

AMSilk will be entitled to request information from its suppliers as to their compliance with the terms of this Code of Conduct. Where necessary, AMSilk may require suppliers to provide evidence of their compliance by way of independent verification or appropriate certification. AMSilk reserves the right to have products and materials independently tested to establish whether the suppliers comply with the terms of this Code of Conduct. AMSilk will be entitled to request data and to visit suppliers' production facilities and the facilities of their own subcontractors and suppliers, or have these visited by an independent third-party verification company, to establish compliance with this Code of Conduct.

8.3 NON-COMPLIANCE

AMSilk reserves the right to terminate any business relationships with any supplier that violates this Code of Conduct, or whose suppliers or subcontractors violate this Code of Conduct. In case violations are uncovered, AMSilk will work with the supplier to find appropriate remediation and leverage for improvement, in the first instance.

In the case where the supplier shows structural unwillingness to cooperate and improve, ending the business relationship shall be a last resort. The decision to terminate a relationship with a supplier for Code violations will only be taken when steps to mitigate negative impacts have failed or are not feasible.

9. History of Change

First version.

10. Acknowledgement of terms

<p>Company name:</p> <p>Adress:</p> <p>Contact name:</p> <p>Position:</p> <p>I hereby agree to have read and accepted the terms of the AMSilk GmbH Supplier Code of Conduct and the relevant requirements for the sector of my activity.</p> <p>By authorised signatories, with company stamp when applicable:</p>
<p>Date:</p>