

# SUPPLIER CODE OF CONDUCT

MARCH 2022

AERQ

# CONTENTS

1. Compliance with the laws
2. Protection of Data, IP and Confidential Information
3. Improper Advantage
4. Responsible Sourcing
5. Corporate Responsibility
6. Foreign Trade Compliance
7. Environment, Health and Safety
8. Audit and Corrective Actions

## GENERAL DISCLAIMER

This Supplier Code of Conduct is in no way intended to conflict with or modify the terms and conditions of any existing contract. Unless otherwise stated in such contract, in the event of a conflict, suppliers shall adhere to the contract terms.

## PREFACE

A key factor for the success of our business is the relationship between AERQ and its suppliers. AERQ commits itself to conducting its activities in compliance with all applicable laws and regulations, and fosters corporate responsibility across its entire supply chain. We expect our suppliers to do the same.

This Supplier Code of Conduct contains certain principles and minimum standards that all our suppliers should adhere to. AERQ expects that its suppliers apply such principles and standards to their officers, employees, agents, and subcontractors as well.

## 1. COMPLIANCE WITH THE LAWS

The compliance with all applicable laws and regulations is certainly one of our main responsibilities. AERQ is committed to complying with all laws and regulations applicable to us. We believe this is fundamental for the long-term success of our business. We therefore expect our suppliers to follow the same logic.

## 2. PROTECTION OF DATA, IP AND CONFIDENTIAL INFORMATION

AERQ expects its suppliers to comply with all applicable laws and regulation concerning the protection of data, and to proactively implement processes and measures to ensure an appropriate standard of data protection. Likewise, our suppliers shall at all times safeguard the confidentiality of proprietary information, in particular by keeping it out of sight of third parties und disclosing it only on a need-to-know basis. Information and data shall be protected via appropriate physical and IT security infrastructures.

Our suppliers shall comply with all applicable laws and regulations concerning intellectual property rights, and are expected to put in place measures in order to avoid third party IP rights infringements.

## 3. IMPROPER ADVANTAGE

Our suppliers shall refrain from offering, receiving or promising, either directly or indirectly, any improper advantage to any public or private third party in order to acquire or maintain a business, irrespective of whether the activity is related to AERQ. Furthermore, the supplier shall not seek, accept or pay for any confidential or non-public information regarding competitors, tenders and technical specifications, bids and bid prices.

#### 4. CORPORATE SOCIAL RESPONSIBILITY

AERQ adheres and expects its suppliers to adhere to the principles of the United Nations Global Compact and the fundamental principles of the International Labour Organisation. This means that our suppliers should:

- Support and respect the protection of internationally-proclaimed human rights and make sure they are not complicit in human rights abuses;
- Uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Oppose all forms of forced and compulsory labour, child labour and human trafficking;
- Contrast any discrimination in respect of employment and occupation;
- Support a precautionary approach to environmental challenges;
- Undertake initiatives to promote greater environmental responsibility;
- Encourage the development and diffusion of environmentally friendly technologies;
- Work against corruption in all its forms, including extortion and bribery;
- Create and maintain an inclusive corporate culture, encouraging diversity and treating all their employees with dignity and respect.

#### 5. RESPONSIBLE SOURCING

Corporate social responsibility at AERQ means also sustainable development and responsible sourcing. In particular, we strive towards a transparent mineral supply chain and a sustainable corporate engagement in the mineral sector, in order to prevent the extraction and trade of minerals from becoming a source of conflict, human right abuses and insecurity. We therefore expect our suppliers to be part and ensure the implementation of a responsible supply chain management of minerals.

## 6. FOREIGN TRADE COMPLIANCE

Our suppliers shall ensure the compliance with all applicable laws and regulations regarding the import and export of goods, information, and technology. To this end, suppliers shall *inter alia* respect reporting requirements and licensing policies.

## 7. ENVIRONMENT, HEALTH AND SAFETY

Our suppliers shall comply with all applicable environmental, health and safety laws and regulations. Furthermore, AERQ expects its suppliers to proactively manage risks, preserve natural resources and respect the environment. Suppliers should protect the health, safety, and the welfare of their employees and of any other third parties who may be affected by their business activities.

## 8. AUDIT AND CORRECTIVE MEASURES

We expect our suppliers to keep record of all relevant documentation to demonstrate compliance with this Supplier Code of Conduct. In order to verify such compliance, our suppliers should support the right of AERQ to audit and inspect their operations and facilities. If the results of such an audit or inspection lead AERQ to believe that the supplier does not comply with this Supplier Code of Conduct, AERQ expects the supplier to take necessary corrective measures as soon as possible. If this Supplier Code of Conduct is substantially disregarded, AERQ may question the business relationship with its supplier and implement corresponding measures, which could ultimately lead to the termination of the business relationship.

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