

Supplier Code of Conduct

At Maier Sports GmbH, we consider sustainability to be an essential component of our business processes. Our vision is to continuously decrease our environmental impact, to comply and exceed social standards and communicate transparently and publicly about our achievements.

Ensuring the principles of sustainable development in our supply chain is important to us. In all our procurement activities, we take into consideration constant quality of raw materials, the adherence to legal requirements, supply reliability, competitive prices, innovative strengths as well as essential social and ecological factors.

We expect our suppliers to fully comply with applicable laws and to adhere to this Supplier Code of Conduct, which is based on the ten principles of the UN Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization and other internationally recognized environmental, social, and corporate governance standards.

The standards set in this Supplier Code of Conduct has worldwide application and is directed at both product suppliers and service providers.

SUPPLIER COMMITMENT

You may acknowledge the principles stated above either by applying this Supplier Code of Conduct or by ensuring that your own code of conduct and current sustainability practices towards your supply chain embrace these standards.

You are committed to passing on these requirements to your employees and suppliers and to making every effort in implementing these standards with your own subsidiaries, suppliers and subcontractors. Our shared commitment is the key to securing a sustainable future for our industry.

Maier Sports has the right to conduct an audit at the supplier's premises upon a written notice of 14 days in advance. The supplier shall allow access to its premises as well as the inspection of documents required for this purpose. A partial refusal is only permissible in case of justified confidentiality interests.

The supplier is obligated to fill out the questionnaires completely and truthfully necessary for risk assessment within a reasonable period of time.

GOVERNANCE

You abide by all applicable local and international laws and regulations including but not limited to antitrust, trade controls, sanction regimes, and rules governing anti-money-laundering.

You condemn and act against corruption in all its forms, including extortion and kickbacks. You forbid gifts to private or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.

You respect the privacy and confidential information of all your employees and business partners as well as protect data and intellectual property from misuse.

ENVIRONMENT

You comply with all applicable national and international laws, regulations, and standards to protect the environment, health and safety.

You promote the safe and environmentally sound development, manufacturing, transport, use and disposal of your products.

We encourage you to establish and maintain a sustainable management system (e.g., in accordance with ISO 50001, ISO 14001, or national equivalent) to minimize environmental impact on our planet and to improve environmental protection in the way of doing business.

You aim to minimize the environmental impact of the products on climate change, water consumption and biodiversity and you use resources efficiently, apply energy-efficient and environmentally friendly technologies and endeavor to reduce emissions to air, water, and soil.

You implement proper waste management, with special attention to hazardous waste. With regards to waste disposal, you seek to use the most environmentally friendly, locally available method of waste disposal.

As supplier of animal products, you treat animals ethically and respectfully, thereby minimizing pain and stress. Animals must be protected from any form of cruel or harmful treatment, in particular mulesing is strictly not allowed.

Your employees whose work has a direct impact on the environment are properly trained, competent and have the necessary resources to do their jobs.

SOCIAL and EMPLOYMENT REQUIREMENTS AND RESPONSIBILITIES

You support the protection of internationally proclaimed human rights, fight forced and child labor, uphold the freedom of association and right to collective bargaining, provide a workplace free of harassment and unlawful practices of discrimination, comply with regulations of minimum wages and working hours and ensure a living wage according to local living conditions.

In particular you support, embrace and enact the following standards:

No forced labour

There shall be no form of forced or compulsory labor. Forced or compulsory labor is any form of service that is required of a person under threat of any penalty and for which the person has not volunteered. Trafficking in persons is prohibited. Employees are not required to lodge deposits or identity papers upon commencement of employment, and all are free to leave the company following an agreed term of notice. (ILO Convention 29, 105 and 182)

No child labour

No children younger than 15 years of age or under the age of compulsory school attendance, whichever is higher, may be employed. Youth workers (15-17 years of age) may not perform work that, given their circumstances, is detrimental to health, safety, or morals. (ILO Convention 138 and 182)

No discrimination

Every person shall be treated with respect and dignity. No employee shall be the target of physical, sexual, psychological, or verbal harassment or abuse, monetary penalties, or degrading actions as a disciplinary measure. No individual shall suffer discrimination in any aspect of employment, including recruitment, hiring, compensation, benefits, work assignments, access to training, advancement, disciplinary action, termination, or retirement on the basis of religion, color, sex, pregnancy, childbirth, age, national origin, ancestry, sexual orientation, physical or mental impairment, medical condition, disease, genetic characteristics, family support, marital status, socioeconomic status, political opinion, union membership, ethnic group, and all others protected under the law. All hiring decisions must be based on the principle of equal employment opportunity and shall include effective mechanisms to protect migrant, temporary, or seasonal workers from any form of discrimination. (ILO Convention 100 and 111)

Fair remuneration

Workers are paid regular wages and overtime compensation. Rules on minimum wages, social security costs, benefit laws and further local regulations are complied with. If there is no legal minimum wage or overtime pay in the local law and regulations, the Supplier shall ensure that the wages are at least equal to the average minimum in the industrial sector in question and that overtime compensation is at least the same as the usual rate of pay. Deductions from wages are not to be made for disciplinary purposes. (ILO Convention 26 und 131)

Reasonable hours of work

Applicable local laws and regulations on working time are complied with. Excessive overtime may not be imposed. The total number of hours worked per week may not exceed 60 hours, including overtime, and employees shall be entitled to at least one day off in every seven-day period, or in both cases, the maximum of the local laws and regulations. (ILO Convention 1)

Freedom of association and collective bargaining

Workers must be granted the right to join organizations of their choice. Freedom of association and collective bargaining must be recognized and respected. An effective grievance mechanism must be available to all workers to resolve internal disputes, employee grievances and to ensure effective, respectful, and transparent communication between workers, their representatives and management. (ILO Convention 87, 98 and 135)

Safe and healthy working conditions

Our Suppliers shall provide a safe, healthy, and non-hazardous working environment for all workers to prevent accidents and injury to health arising out of, linked with or occurring in the course of work or as a result of the operation of employer facilities. Our Suppliers ensure that security arrangements protect physical integrity and are consistent with International Standards. Furthermore, we expect our Suppliers to set up systems to detect, avoid or neutralize any threat to their employees' health and safety and to comply with all applicable local health and safety laws and regulations. The same principles will apply to our Suppliers who provide housing to employees. (ILO Convention 155)

Private or state security forces

Private or state security for the protection of the Supplier's business may not be used if there is a risk that, due to lack of instruction or control by the Supplier, the use of the security forces could violate the prohibition of torture and cruel, inhuman or degrading treatment, or that there is a risk to life and health or to the freedom of association and collective bargaining.

At the operational level you enable your employees and others who could be affected negatively to report concerns or potentially unlawful practices at the workplace.

CONTINUAL IMPROVEMENT

We expect you to maintain a continual improvement program and take appropriate measures.

JOINT MEASURES FOR COMPLIANCE

Safeguarding the above standards is a long-term learning and development process. In case of identified risks along the supply chain, both parties together undertake to immediately develop and implement an effective concept, including a dedicated time schedule.

If the implementation of the measures does not provide remedy, both parties are entitled to extraordinary termination.

REPORTING CONCERNS

We encourage you to report to our compliance ombudsperson any breaches of this Supplier Code of Conduct and also any potential unethical or unlawful behavior on the part of the Schwan STABILO Group. Please use the whistleblower platform for this purpose:

<https://www.maier-sports.com/int-en/legal/compliance>

SUPPLIER DECLARATION

Upon acknowledgment of this document, you accept

- to adhere to the principles set out in this Supplier Code of Conduct **or**
 - to comparable standards in your own code of conduct and current sustainability practices
- for all existing contracts and business relationships between us.

The content of this Supplier Code of Conduct shall be governed by the law of the relevant contract and in the event, there is no contract, this document shall be governed by German law.
