

## **Mandatory CSR standards for contractual partners of the Meinhart Group (as of October 2023)**

Meinhart Kabel Österreich GmbH and all companies belonging to the corporate group (hereinafter collectively 'Meinhart') are committed to ecologically and socially responsible corporate governance. Meinhart also requires ecologically responsible, socially responsible and ethical conduct from all of its contractual partners (hereinafter 'Contractual Partner(s)') in keeping with the following CSR standards, which are binding for every business relationship that Meinhart enters into, unless expressly agreed otherwise in a specific case.

### **1. Basis of the business relationship**

The Contractual Partner undertakes to conduct its business in accordance with the provisions of the applicable legal system.

The Contractual Partner further undertakes to respect international human rights (as laid down in the United Nations Universal Declaration of Human Rights of 10 December 1948, A/RES/217, UN Doc. 217/A-(III)) and to respect the core labour standards in accordance with the Declaration on Fundamental Rights at Work of the International Labour Organization of 18 June 1998.

### **2. CSR standards for workplaces**

The Contractual Partner is responsible for respecting human rights and the following established principles of environmental protection in all business activities.

The Contractual Partner shall take appropriate due diligence measures to ensure that it complies with the following prohibitions when providing contractual services to Meinhart. Interpretation of the following definitions is based on Section 2(2) of the German Act on Due Diligence Obligations in Supply Chains of 16 July 2021:

- prohibition of employment of workers who are not of the legal minimum age according to the applicable local regulations;
- prohibition of the employment of workers under the age of 15;
- prohibition of the 'worst forms of child labour' for workers under 18;
- prohibition of forced or involuntary labour, prohibition of physical or mental punishment of workers;
- prohibition of slavery, debt bondage, serfdom and human trafficking;
- prohibition of disregarding the freedom of association, according to which
  - a) workers are free to form or join trade unions,
  - b) the formation, joining and membership of a trade union may not be used as a reason for unjustified discrimination or retaliation,
  - c) trade unions are free to operate in accordance with applicable law at the place of employment, which includes the right to strike and the right to collective bargaining;
- prohibition of discrimination against employees in any form (e.g. on the basis of gender, skin colour, disability, political conviction, origin, religion, age, pregnancy or sexual orientation);
- prohibition of withholding an appropriate living wage that is at least equal to the minimum wage according to applicable law at the place of employment;

- prohibition of causing any harmful soil change, water pollution, air pollution, harmful noise emissions or excessive water consumption;
- prohibition of unlawful eviction and the prohibition of unlawful taking of land, forests and waters in the acquisition, development or other use of land, forests and waters, the use of which secures the livelihood of a person;
- prohibition of the manufacture of mercury-added products in accordance with Article 4(1) and Annex A Part I of the Minamata Convention on Mercury of 10 October 2013 (Federal Law Gazette 2017 II p. 610, 611) (Minamata Convention), prohibition of the use of mercury and mercury compounds in manufacturing processes within the meaning of Article 5(2) and Annex B Part I of the Minamata Convention from the phase-out date specified in the convention for the respective products and processes, and prohibition of the treatment of mercury waste contrary to the provisions of Article 11(3) of the Minamata Convention;
- prohibition of the production and use of chemicals in accordance with Article 3(1)(a) and Annex A of the Stockholm Convention of 23 May 2001 on Persistent Organic Pollutants;
- prohibition of exports of hazardous waste as defined in Article 1(1) and other waste as defined in Article 1(2) of the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal of 22 March 1989; prohibition of exports of hazardous waste from countries listed in Annex VII to the Basel Convention to countries not listed in Annex VII (Article 4A of the Basel Convention, Article 36 of Regulation (EC) No 1013/2006); and 8. prohibition of imports of hazardous waste and other waste from a non-party to the Basel Convention (Article 4(5) of the Basel Convention).

The Contractual Partner shall be responsible for compliance with the applicable statutory regulations on occupational safety at its workplaces. By setting up and applying appropriate occupational safety systems, the necessary precautions shall be taken against accidents and damage to health that may arise in connection with work. Particular attention must be paid to building safety and fire protection.

Appropriate due diligence measures within the meaning of this provision may include, in particular,

- carrying out analyses to determine whether there are risks of breaches or existing breaches,
- taking preventative measures against risks,
- remedial measures in the event of breaches.

### **3. CSR standards for products and production**

The Contractual Partner undertakes to comply with the following quality standards when supplying products to Meinhart (irrespective of whether the products are used by Meinhart itself or sold on to third parties):

- The Contractual Partner shall produce the articles in accordance with the individually agreed article specification and shall check compliance with these requirements at least on a random basis;
- the materials required for production come from sources that meet the requirements of this document;
- the Contractual Partner works constantly to reduce the use and consumption of resources, including water and energy, during the production of products throughout the supply chain by optimising production processes;
- the Contractual Partner ensures that packaging materials are only used to the extent required and are as environmentally friendly as possible (e.g. recyclable or reusable).

**4. CSR standards in the supply chain**

The Contractual Partner undertakes to pass on the requirements of this document to its suppliers and to take appropriate measures to ensure compliance with the requirements set out in this document throughout the entire supply chain.

If one of the suppliers used does not accept such an agreement, the Contractual Partner undertakes to document the reasons for this and to make further efforts to reach an agreement (this obligation applies throughout the entire supply chain). If no agreement is reached after reasonable effort and time, the Contractual Partner shall examine the possibility of changing the supplier.

The Contractual Partner is required to notify Meinhart immediately of the nature of the respective breach and the measures taken if a breach or breaches of the requirements in this document is/are suspected within supply chains. Such notification can only trigger extraordinary termination of the contract by Meinhart if it is an intentional and particularly serious breach or several less serious, intentional breaches by the Contractual Partner itself or if the Contractual Partner refuses to cooperate with Meinhart.

**5. Control and sanctions**

Insofar as Meinhart has a corresponding obligation of its own within the supply chain, the Contractual Partner shall permit representatives of Meinhart or third parties commissioned by Meinhart without restriction to check compliance with the requirements of this declaration on a random basis on site by means of standardised audits of the Contractual Partner's workplaces. These audits require a reasonable period of advance notice. In exceptional cases and only if there are substantiated indications of breaches, unannounced audits may also be carried out.

Meinhart conducts the audits in compliance with the requirements of data protection and antitrust law and in compliance with any contractually agreed confidentiality arrangements.

The Contractual Partner shall endeavour to enforce the right to random on-site audits of the workplaces for representatives of Meinhart or third parties commissioned by Meinhart also within the supply chain and to obligate the Contractual Partner's suppliers accordingly.

Meinhart is entitled to request information on compliance with standards from the Contractual Partner and its sub-suppliers in anonymised form to a reasonable extent for the purpose of ensuring compliance with their due diligence obligations in accordance with the provisions of this document.

In the event of non-compliance with the requirements of this document on ecological, social and ethical conduct, Meinhart is entitled to extraordinary termination of the business relationship and, if applicable, to assert claims for damages, depending on the severity of the breach, immediacy and degree of fault on the part of the Contractual Partner.

This agreement does not establish any legal basis for rights, claims, causes of action or claims against Meinhart for third parties.