



# Code of Conduct FOR SUPPLIERS

(CoC 01/2025)



RHODIUS Mineralquellen und Getränke GmbH & Co. KG

## Table of Contents:

1. Compliance with legal regulations_____	2
2. Integrity_____	2
3. Workplace conditions and employment standards_____	3
3.1 No child labour _____	3
3.2 No forced labour _____	3
3.3 No harassment or verbal abuse_____	4
3.4 No discrimination _____	4
3.5 Freedom of association _____	4
3.6 Health and safety _____	4
3.7 Fair pay and benefits _____	5
3.8 Regular employment _____	5
3.9 Decent working hours_____	5
4. Protecting the environment_____	6
5. Animal and species protection_____	6
6. Genetic engineering and hazardous substances _____	7
7. Product quality and safety _____	7
8. Subcontractor _____	7
9. Community _____	7
10. Data protection and information security _____	7
11. Reporting_____	8
12. Monitoring compliance with the regulations _____	8

This Supplier Code of Conduct defines the expectations and guiding principles for business relationships with RHODIUS Mineralquellen und Getränke GmbH & Co. KG and its subsidiaries and affiliates (hereinafter referred to as RHODIUS). The content of the Code is intended to appropriately reflect values such as sustainability, integrity, inclusion and respect for RHODIUS. As a binding guideline for legally compliant and ethically responsible behavior, it defines the standard for responsible cooperation within and outside the company. The Code is based, among other things, on the conventions of the International Labour Organization (ILO), the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines, the UN Global Compact and internationally recognized occupational health and safety standards.

Having said this, RHODIUS expects its suppliers and business partners to comply with the following standards as a minimum:

## **1. Compliance with legal regulations**

Compliance with all applicable laws and regulations is of immense importance to RHODIUS. Violations of laws and regulations can have serious consequences for both the company and its employees, such as criminal convictions, disciplinary measures, fines and reputational damage.

Suppliers must fully comply with all applicable local and national laws, rules and regulations relevant to their business activities, including but not limited to employment, environment, health and safety. They must also inform themselves independently about the legal provisions applicable in their area of activity. Existing sanctions and embargoes must also be taken into account.

## **2. Integrity**

Fair and free competition must be respected. Business practices that unlawfully restrict competition, the improper exchange of competitive information as well as price fixing, bid rigging or abusive market allocation must be avoided.

Any direct or indirect promotion of money laundering and terrorism is prohibited. Bribes, kickbacks, corruption, extortion, fraud, deception or similar unlawful or improper payments in cash or in kind are strictly prohibited, regardless of whether they are made to obtain or retain business or for any other purpose.

The protection of intellectual property must be respected and observed along the entire supply chain. This applies equally to material property of RHODIUS, which must be protected against loss, theft or misuse.

The granting and acceptance of customary courtesy and promotional gifts of low value as well as business meals and invitations to events with a direct business connection are permissible within a framework appropriate to the business situation and the position of the parties involved if they cannot give the impression of undue influence or even obligation.

### **3. Workplace conditions and employment standards**

#### **3.1 No child labour**

Suppliers must not use any form of child labour.

Child labour is prohibited in accordance with the provisions of the ILO and/or national legislation. No person under the age of 15, or under the age for completing compulsory education in the country of manufacture if that age is over 15, shall be engaged in general labour. Suppliers shall establish robust age verification mechanisms as part of the recruitment process, which shall not be in any way demeaning or disrespectful to workers.

All legal requirements for workers under the age of 18 must be complied with and no person under the age of 18 may be employed in hazardous work or conditions or in night work. This includes any work which, by its nature or the circumstances in which it is carried out, may be harmful to the health, safety or morals of children. Particular care must also be taken when dismissing children.

Employers shall establish the necessary mechanisms to prevent, detect and mitigate harm to young workers, with a particular focus on young workers' access to effective grievance mechanisms and to occupational health and safety training and programs.

#### **3.2 No forced labour**

Employers shall not engage in human trafficking and shall not use forced or involuntary labour, whether in the form of prison labour, indentured labour, debt bondage, slavery or otherwise. No worker shall be compelled to work by force, threat of force or intimidation in any form. Practices such as the withholding of personal property, passports, wages, training and labour certificates or other documents for improper reasons are also unacceptable.

Suppliers must grant their employees the right to leave work and freely terminate their employment relationship, provided that the employees give the employer a reasonable notice period.

### **3.3 No harassment or verbal abuse**

Every employee must be treated with respect and dignity. No employee may be physically punished, threatened with violence or otherwise physically, sexually, psychologically or verbally harassed or abused.

### **3.4 No discrimination**

RHODIUS promotes equal opportunities. Employees are hired, paid and promoted based on their ability to do their job and not based on personal characteristics or beliefs.

No person shall be discriminated against on the grounds of sex, marital status, race, colour, sexual orientation, nationality, age, appearance, disability, religion, political opinion, social or ethnic origin, trade union membership or affiliation, or any other characteristic protected by law, including in respect of recruitment, pay, benefits, promotion, discipline, dismissal or retirement.

### **3.5 Freedom of association**

Suppliers must recognize and respect the freedom of workers to exercise their right to join (or not join) organizations and associations of their choice.

Where the right to freedom of association and collective bargaining is restricted by law, employers must give their employees the opportunity to raise labour-related grievances without penalty.

### **3.6 Health and safety**

Suppliers shall provide a safe and healthy workplace in accordance with all applicable laws and regulations. Promote health and safety practices that prevent accidents, injuries or illnesses arising out of, related to or occurring in the course of work.

The workplace must have health and safety policies and procedures that are clearly communicated to all employees. Particularly vulnerable people, such as - but not limited to - young workers and people with disabilities, must also enjoy special protection.

### **3.7 Fair pay and benefits**

Employees must be paid fully, punctually and lawfully for all hours worked; all legally prescribed benefits must be provided.

In any case, compensation for a living wage must be guaranteed in accordance with local living conditions. Partial payment in the form of benefits in kind is accepted in accordance with ILO guidelines.

### **3.8 Regular employment**

Workers are employed based on a recognized employment relationship defined by national law. The use of temporary workers, temporary workers in training and outsourced workers must be in accordance with local legislation.

Before the employment relationship begins, employers must inform employees in a comprehensible form about their rights, obligations and working conditions, including working hours, remuneration and payment conditions.

### **3.9 Decent working hours**

Suppliers shall ensure that employees are required to work in accordance with ILO principles, generally no more than 48 regular hours per week. However, RHODIUS recognizes the exceptions defined by the ILO. Applicable national laws, industry standards or collective agreements shall be interpreted within the international framework provided by the ILO.

In the exceptional cases defined by the ILO, the maximum working hours specified above may be exceeded; in this case, overtime is permitted. Overtime must be worked exceptionally and voluntarily, must be remunerated with a supplement and must not be associated with a significantly higher probability of work-related risks. In addition, suppliers shall grant their employees the right to rest breaks every working day and the right to at least one day off in seven days, unless exceptions stipulated in collective agreements apply.

## **4. Protecting the environment**

The protection and preservation of the natural foundations of life concerns and obliges everyone. The common goal of RHODIUS and its suppliers is to reduce the environmental impact of product manufacturing. This includes

- Responsible use of natural resources such as energy, water and raw materials
- Use of renewable energies wherever possible to reduce CO2 emissions
- Responsible management and reduction of the use and disposal of hazardous chemicals
- Reduction and prevention of environmental pollution and waste, including solid, liquid and air emissions
- Reuse and/or reintroduction of waste into the production of new/other goods where possible to reduce landfill waste
- Prohibition of non-environmentally sound handling, collection, storage and disposal of waste
- Design and development of products, materials and technologies according to sustainable principles
- Integration of sustainability principles into business decisions and practices

Where applicable, all necessary environmental permits, authorizations and registrations are obtained, maintained and kept up to date.

## **5. Animal and species protection**

RHODIUS observes the principles for the protection of animals and biodiversity and aligns its business activities accordingly. RHODIUS also expects this from its suppliers. The keeping and utilization of animals must comply with the applicable legal animal welfare requirements and be species appropriate.



## **6. Genetic engineering and hazardous substances**

Suppliers must refrain from using any kind of genetic engineering.

The use of hazardous substances must be avoided wherever possible, even if they are legally permissible. Hazardous substances that cannot be avoided must be labelled accordingly. Employees must receive appropriate training in the handling of hazardous substances.

## **7. Product quality and safety**

All products and services must fulfil the contractually defined criteria. All applicable product safety regulations and requirements for quality and safety must be complied with in accordance with the respective contractual intended use and the agreed specifications.

## **8. Subcontractor**

Suppliers may only subcontract the production of RHODIUS products or components used to manufacture these products with the express written consent of RHODIUS, and only if the subcontractor has given RHODIUS a written undertaking to comply with this Code.

## **9. Community**

Suppliers recognize the economic and social impact of their work and are committed to participating directly or through partnerships in projects that improve the social well-being of employees and their families in the local community.

## **10. Data protection and information security**

Suppliers shall ensure that legitimate expectations regarding the protection of personal data are met. When collecting, storing, processing, transmitting and disclosing personal data, suppliers shall comply with all applicable data protection and information security laws and regulatory requirements.



Suppliers shall also ensure that all information relating to RHODIUS is adequately protected against unauthorized disclosure, modification or destruction and against unauthorized access and that unauthorized access to information processing systems is adequately prevented. Information processing systems and networks must be secured against manipulation, malware, network attacks or other malicious acts by third parties in accordance with the state of the art.

## **11. Reporting**

Suppliers should encourage and establish communication channels for their employees to submit complaints or report possible unlawful behavior without fear of oppression, intimidation or harassment. All reports should be treated confidentially. Suppliers should follow up on reports and take action as appropriate.

Suppliers should report to RHODIUS any actual or suspected violations of laws, internal regulations and this Code. If an employee of RHODIUS or any other person associated with the company has engaged in illegal or inappropriate behavior, suppliers must report the matter to RHODIUS.

## **12. Monitoring compliance with the regulations**

The supplier shall authorize RHODIUS and its representatives to monitor compliance with this Code. To this end, suppliers shall maintain on site all documentation necessary to demonstrate compliance with this Code. If deviations from the principles of this Code are identified, RHODIUS and the supplier shall jointly determine how to implement corrections within a reasonable timeframe. The measures shall be implemented independently by the supplier and without any disadvantages for RHODIUS.

This Supplier Code of Conduct will apply from 1 January 2025.