

Supplier Code of Conduct

PREAMBLE

SEG is one of the leading global suppliers of technology and services. The assumption of responsibility towards society and future generations is an established commitment at SEG. We want our products to spark enthusiasm, improve quality of life and help conserve natural resources. At the same time, sustainability in our activity is a central element of our self-conception and corporate strategy. Our suppliers contribute significantly to our success. It is therefore our future aim to sustainably and successfully develop our products and services together with our suppliers. In this regard, we consider the common understanding for ethical and sustainable activity as the basis for business success. This Code of Conduct defines the principles and demands on suppliers for cooperation with SEG.

PRINCIPLE OF STRICT LEGALITY

SEG respects the principle of strict legality for all actions, measures, contracts and other activities of the SEG. We accordingly expect from our suppliers that they observe the applicable laws, the basic principles of the United Nations Global Compact and this Code of Conduct in the course of their business activities with SEG. We further expect that our suppliers endeavor to ensure that third parties engaged for the performance of suppliers' duties towards SEG also comply with this Code of Conduct.

TREATMENT OF EMPLOYEES

Our suppliers observe fundamental labor rights on the basis of the applicable national legislation. The following principles are oriented by the fundamental principles of the International Labor Organization (ILO).

Human rights

Our suppliers observe internationally recognized human rights and ensure that they are respected.

Child labor

Our suppliers employ only people to perform work who have reached the corresponding age according to applicable national legislation. Our suppliers will observe and respect the rights of children.

Forced labor

Our suppliers reject all forms of forced labor and respect the principle of freely chosen employment.

Freedom of association

Our suppliers respect freedom of association and the right to form interest groups. They grant their associates the right to represent their interests on the basis of national legislation.

Equal opportunities

Our suppliers do not tolerate discrimination against associates on the grounds of skin color, ethnic origin, gender, age, nationality, social origin, disability or sexual orientation, as well as religion and ideology.

Fair working conditions

Our suppliers pay remunerations and social benefits which are at least in accordance with the national legal stipulations, provisions or agreements. The applicable regulations governing working time and leave are observed.

Work safety and health protection

Our suppliers comply at least with the national standards for a safe and hygienic working environment, and in this regard take appropriate measures to safeguard health and safety at work in order to ensure healthy working conditions.

ENVIRONMENTAL PROTECTION

Our suppliers avoid hazards for humans and the environment, minimize any impact on the environment and use resources economically. The processes, business premises and equipment of our suppliers comply with the applicable legal specifications and standards regarding fire and environmental protection.

CONFLICT MINERALS

Our suppliers ensure that products supplied do not contain products derived from minerals or their derivatives originated from conflict regions that directly or indirectly finance or benefit armed groups.

BUSINESS RELATIONS

Avoiding conflicts of interest

Our suppliers make decisions on the basis of factual considerations and are not guided by personal interests in an improper manner.

Free competition

Our suppliers behave fairly in competition and observe the applicable legal provisions that safeguard free competition. Our suppliers do not make agreements or concerted practices with other companies aimed at or resulting in the prevention, restriction or distortion of competition in accordance with the applicable antitrust regulations and do not abuse any dominant position on the market in an unlawful manner.

Corruption

Our suppliers ensure compliance with applicable anti-corruption laws. In particular, they ensure that their associates, subcontractors or representatives do not offer, promise or grant advantages to associates of the SEG with the purpose of obtaining a contract or other preferential treatment in the course of business. These principles also apply where our suppliers cooperate with other third parties in connection with the activity for SEG.

Trade secrets

Our suppliers ensure that sensitive information from SEG is kept confidential. This also applies upon termination of the business relationship.

Money laundering

Our suppliers observe the legal provisions to prevent money laundering.

COMPLIANCE WITH THE CODE OF CONDUCT

Our suppliers must communicate this Code of Conduct to third parties they engage to fulfill their contractual obligations towards SEG, take the principles of the Code of Conduct into consideration when selecting such third parties and endeavor to ensure such third parties compliance with the Code of Conduct. SEG reserves the right to verify supplier's compliance with the principles of this Code of Conduct by means of an audit. For this purpose, SEG will coordinate the scope, timing and

location with the supplier. Violation of this Code of Conduct constitutes a deterioration of the business relationship between SEG and the supplier. In this event we shall have the right to demand clarification of the facts and initiation of countermeasures by the supplier. In case the supplier fails to provide evidence within a reasonable period of time that appropriate measures for improvement have been initiated, or in case the violation is so serious that continuation of the business relationship is unacceptable for SEG, we reserve the right to terminate the contractual relationship concerned.