

Global Ethical Supplier Standard

D 03-EK-03

Version: 1

Datum: 09/18

Revision: 09/23


Scope of Application:

This document applies within Freudenberg Performance Materials (FPM) and Freudenberg Filtration Technologies (FFT).

Purpose:

This document shall secure that there is a commitment of our suppliers towards the below mentioned content.

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| | Datum | Bereich | Name | Unterschrift |
|-----------------|------------|-------------------------|------------------|---|
| Created | 17.09.2018 | FPM Service SE & Co. KG | Michael Heberger |  |
| Approved | 26.09.2018 | FPM Service SE & Co. KG | Pierre Nyiondi |  |

Global Ethical Supplier Standard

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|---|---|
| | Freudenberg Performance Materials (FPM) expects that suppliers shall ... |
| Commitments and Compliance to Standards and Laws | commit to and comply with international standards and initiatives like Global Compact (GC), international labour standards (ILO) and other applicable laws and regulations (international/local) |
| Occupational Health and Safety | provide employees with safe and healthy workplace environment in compliance with applicable laws and regulations |
| Environmental Protection | accept and comply with applicable laws and regulations (e.g. regarding waste management, pollution control, contamination of people and environment, transportation), protect the environment and use resources in a responsible manner. |
| Labour Conventions | |
| child labour | not employ under aged workers |
| forced workers | not use any forced or involuntary labour |
| discrimination | not discriminate employees |
| harassment | treat employees with dignity and respect |
| association | allow freedom of association |
| compensation | comply with the respective local laws and regulations concerning wages and working hours |
| Antitrust Regulations | promote fair competition and advise employees to abide by all antitrust laws and regulations. |
| Trade Control | comply with all national and international trade laws restricting or prohibiting the import, export or domestic trade of goods, technologies or services, the dealing with specific products as well as capital and payment transactions (embargo). |
| Intellectual Property (IP) / Confidentiality | respect all IP rights, will not allow third party access |
| | handle all information received as confidential |
| | store confidential information in a proper and safe manner |
| | not talk to others about our business (e.g. projects, prices) |
| Dealings with Business Partners | treat their business partners/sub-suppliers in a fair and ethical manner and advise employees neither to demand nor to accept personal advantages such as payments, gifts or other benefits of value and neither to offer nor to grant personal advantages of any kind to any of our job holders. |
| Consent of Inspection and Audits | agree that inspections or audits are carried out at all involved sites. |
| Useful Links | www.un.org , www.unglobalcompact.org , www.ilo.org , United Global Compact / Freudenberg |
| Supplier Name | We affirm that our company including all subsidiaries and associated companies accept and fulfill the above mentioned Ethical Supplier Standards |
| _____ | _____ |
| Date and Place | Signature and Company's Stamp |