



SUPPLIER CODE OF CONDUCT



Declaration of principles

KD is committed to ecologically and socially responsible corporate governance. We expect our employees to observe our principles of ecological, social and ethical behaviour. These are essentially set out in our Code of Conduct. We are committed to acting with integrity throughout the company and comply with all laws and regulations. In doing so, we are guided by global core values, such as the United Nations Declaration of Human Rights and the conventions of the International Labour Organization (ILO) in their values and definitions of terms. We also expect our business partners and suppliers to comply with our principles.

Code of Conduct for Suppliers and Business Partners of KD GmbH and KD Europe

This Code of Conduct serves as an outline of our values and our requirements for our relevant partners and suppliers. Specifically, we expect all partners and suppliers with whom we do not work on a short-term basis and with whom a relevant sales volume is generated on either side to also adhere to our environmental, social and ethical principles and to recognise this Code of Conduct.

This explicitly includes:

- Prohibition of forced, involuntary or child labour
- Promotion of equal opportunities in the company, and freedom from discrimination, bullying, intimidation, abuse and harassment
- Prohibition of human trafficking, fraudulent recruitment, forced marriage and similar practices of modern slavery
- Safe and healthy working environment
- Freedom from disciplinary action
- Freedom of association, collective bargaining and the right to join trade unions or similar interest groups
- Compliance with all regulations on minimum wages and living wages and provision of wages that allow at least acceptable living conditions
- Compliance with all regulations on overtime and maximum working hours
- Respect of the right to a liveable, healthy and sustainable environment that is free from pollution

Non-compliance

Suspected misconduct and actual or potential violations of these principles must be reported immediately. Our suppliers and business partners and their employees have the option of using our own whistleblowing channels: If they become aware of behaviour that may violate one of the regulations described above, they should contact the known manager or our ombudsperson Ms Nicole Trebinger. The management guarantees that any report made in good faith and with good intentions will under no circumstances have negative consequences for the whistleblower.

As an ombudswoman, lawyer and certified mediator, Ms Trebinger will maintain the absolute anonymity of the whistleblower at all times during the proceedings. If necessary, she can provide an initial legal assessment and explore further steps. Reports to the ombudswoman must be made in good faith and without malice. She will inform the management or the relevant executives about the facts of the case and advise them on the possible need for action.

Ms Trebinger may be reached via the following contact details:

DIGIT@ LAW® Rechtsanwälte
Mittelstraße 12-14, 50672 Cologne,
02 21 17 73 87 90
hinweisgeber@digita-law.de