



Supplier Code of Conduct

ACI Laser GmbH

Supplier Code of Conduct Preamble

ACI Laser is a medium-sized company with a long tradition of successful co-operation with suppliers. ACI endeavours to promote and expect ethical and sustainable business practices from its suppliers.

The quality of ACI and its products as well as customer satisfaction are closely linked to human, material and financial resources. The efficient and responsible use of these resources is therefore a matter of course for ACI.

This Code of Conduct sets out clear principles with regard to compliance with national and international laws, regulations and standards. These principles relate to social responsibility, environmental protection and business ethics. ACI is strongly committed to ensuring that these principles are strictly adhered to. These are the expectations that ACI has of its suppliers.

CONTENTS

- Social responsibility | Page 3
- Environment and sustainability | Page 4
- Ethical business behaviour | Page 5
- Implementation of the principles | Page 6
- Acknowledgement and agreement | Page 8

Social responsibility

1. Respecting and guaranteeing human rights

ACI attaches great importance to ensuring that its suppliers respect and protect human rights. This includes not only the preservation of individual dignity, but also the active fight against discrimination and the prevention of forced labour and child labour.

2. Prohibition of discrimination and unequal treatment

It is of utmost importance to ACI that its suppliers do not discriminate on the basis of gender, skin colour, religion, nationality, sexual orientation or other characteristics. ACI is strongly committed to equal treatment and diversity, as these values are not only an integral part of our corporate culture, but also a central pillar of our business relationships.

3. Ensuring fair working conditions and working hours

ACI is committed to appropriate working conditions and fair working hours. Your suppliers should ensure that their employees can work under humane conditions. This includes aspects such as safe working environments, appropriate pay, health care and protection against discrimination.

4. Ensuring fair remuneration

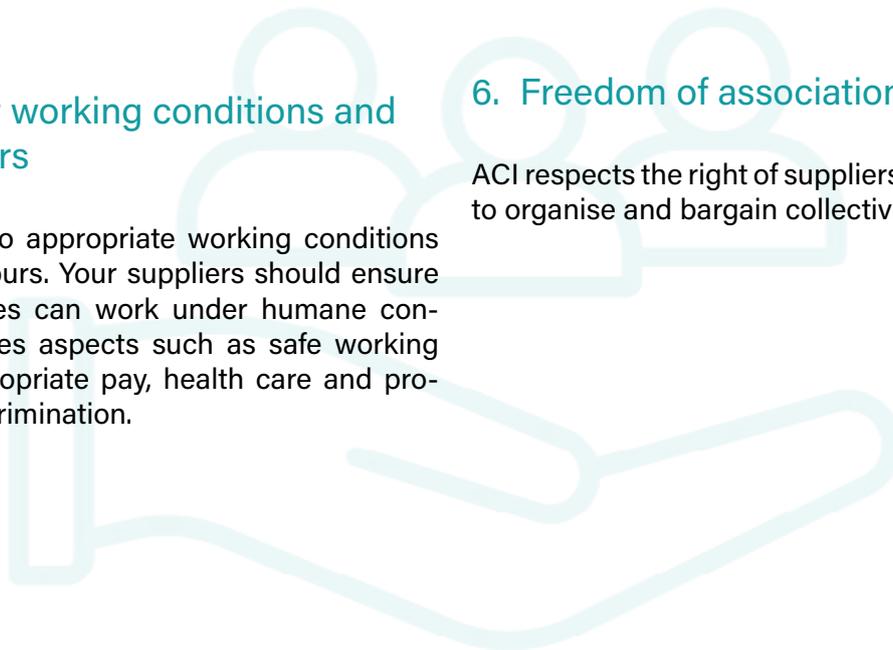
ACI attaches great importance to fair remuneration. Your suppliers should ensure that their employees receive appropriate remuneration that complies with legal requirements and is commensurate with their individual skills and qualifications.

5. Health and safety in the workplace

Suppliers must ensure safe working conditions and endeavour to prevent occupational accidents and illnesses. ACI therefore expects its suppliers to take active measures to ensure safe working conditions. This includes identifying and eliminating sources of danger and complying with legal regulations, as well as taking preventive measures and carrying out regular safety training, providing suitable protective equipment and monitoring work processes.

6. Freedom of association

ACI respects the right of suppliers and their employees to organise and bargain collectively.



Environment and sustainability

7. Sustainability

The protection of the environment and the responsible use of natural resources is an important part of ACI's quality policy. ACI endeavours to conserve environmental resources and operate sustainably in all processes. This is achieved, for example, through reusable packaging. ACI encourages its suppliers to take a stand for the environment and to act in an ecologically responsible manner. This includes the reduction of waste, the responsible use of resources and compliance with strict environmental standards. Together, we are committed to a sustainable future.

8. Energy efficiency

ACI encourages its suppliers to implement energy-efficient processes and utilise renewable energies. This can include, for example, the optimisation of production processes, the use of modern technologies to save energy and the use of environmentally friendly materials.

9. Protection of the environment and resources

ACI expects its suppliers to adhere to the principles of sustainability and to use their resources efficiently and responsibly. They should also use production methods that minimise environmental impact and meet or exceed ecological standards.

10. Compliance with the requirements for handling substances, mixtures, products and waste

Safety is of the utmost importance to ACI, which is why ACI sets high standards for the quality of its products. Suppliers are obliged to observe the safety standards and regulations for handling chemical substances, mixtures, products and waste. These include the requirements for labelling, registration, evaluation, authorisation and restriction of chemical substances.

Ethical business behaviour

11. Compliance with laws and regulations

ACI attaches great importance to compliance with legal and regulatory requirements in order to ensure the conformity and safety of its products. This applies not only to the products themselves, but also to the occupational safety of employees and the safety of customers when handling the products. ACI expects its suppliers to comply with all applicable laws and regulations in their business activities. These include respecting human rights, safeguarding the health and safety of employees, preventing environmental pollution and combating corruption and unfair competition.

12. Combating corruption and bribery

ACI does not tolerate any form of corruption or bribery in the supply chain. Your suppliers are obliged to comply with the applicable anti-corruption laws and to base their business practices on fair and honest principles. They may not directly or indirectly offer or accept bribes or other inappropriate benefits that could influence their business relationships or decisions.

13. Avoiding conflicts of interest

ACI attaches great importance to avoiding conflicts of interest in the supply chain. Your suppliers are obliged to make their business decisions independently and objectively, without being guided by personal or financial interests. They should disclose all potential or actual conflicts of interest and resolve them appropriately in order to maintain the trust and integrity of all parties involved.

14. Fair behaviour in the market and competition

ACI attaches great importance to compliance with antitrust law in the supply chain. Your suppliers are obliged to comply with the applicable competition rules and to refrain from any form of behaviour that violates antitrust law. These include price fixing, market sharing, boycotts and other practices that restrict competition.

15. Protection of information

ACI treats confidential information that it exchanges with its suppliers with the utmost care and discretion. Consequently, ACI expects its suppliers to comply with the same standards. Your suppliers are obliged to take all reasonable measures to prevent such information from being disclosed, passed on or misused without authorisation. You may only use such information for the purposes for which it is intended and only share it with the persons who need it.

16. Data protection

The protection of personal data is an important concern for ACI. Your suppliers are obliged to treat all personal data that they process in the context of the business relationship with ACI in accordance with the applicable data protection laws. You must take appropriate technical and organisational measures to ensure the security, confidentiality and integrity of personal data. You may only use personal data for the agreed purposes and only share it with authorised recipients.

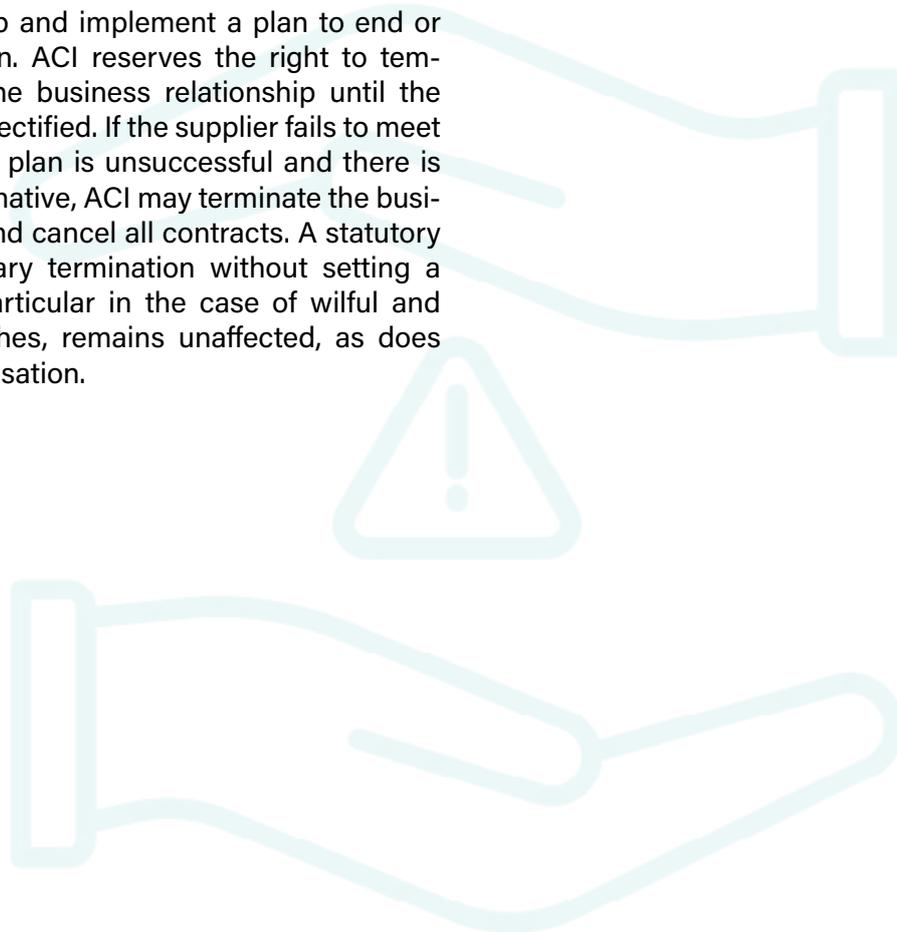
Implementation of the principles

17. Transparent communication

ACI expects its suppliers to recognise risks in their supply chains and initiate appropriate countermeasures. In the event of suspicion or detection of violations or increased risks in the supply chains, ACI shall be informed immediately by its supplier and, if necessary, regularly about the situation and the steps taken.

18. Consequences of violations

ACI expects its suppliers to adhere to the principles of this Code of Conduct. If a violation is detected, ACI shall inform the supplier in writing and grant it a reasonable period of time to remedy the violation. The supplier must inform ACI immediately if it is unable to rectify the violation within the deadline and work with ACI to develop and implement a plan to end or reduce the violation. ACI reserves the right to temporarily suspend the business relationship until the violation has been rectified. If the supplier fails to meet the deadline or the plan is unsuccessful and there is no less severe alternative, ACI may terminate the business relationship and cancel all contracts. A statutory right to extraordinary termination without setting a grace period, in particular in the case of wilful and very serious breaches, remains unaffected, as does the right to compensation.





You are part of our supply chain ACI counts on your commitment

19. Final provision

You can recognise the aforementioned principles or demonstrate your commitment to these principles through your own code of conduct or through your own company policy, which includes these standards.

Further contractual obligations remain unaffected by this Supplier Code of Conduct, as these take priority over the principles described.



Mirko Wunderlich
Managing Director

Acknowledgement of and agreement to the ACI Supplier Code of Conduct

By signing, we confirm that we accept the ACI Supplier Code of Conduct and will abide by it. The obligation arising from the Code of Conduct applies from the date of this signature.

Company

Address

We also ensure that all our employees who provide services for ACI are informed about this or an equivalent Code of Conduct and that they behave and will behave accordingly.

Place, Date

Signature



ACI Laser GmbH

OT Nohra
Steinbrüchenstr. 14
99428 Grammetal
Germany

T +49 3643 41520
kontakt@aci-laser.de


Made in Germany

© ACI Laser GmbH
www.aci-laser.de

Last updated: 03/2024
Subject to change