

IBC SOLAR fully respects the rights and personal dignity of its employees. The safety and health of our employees are also of central importance to IBC SOLAR. We also expect our suppliers to comply with applicable laws and to respect human. Compliance with these social standards is an essential prerequisite for the successful continuation of our business relationship.

The expectations of our suppliers formulated below must be implemented appropriately. The appropriateness of implementation is assessed in particular by taking into account the respective company size and probability of occurrence of the risk.

(1) The supplier confirms and ensures that it offers its employees a workplace that is free from violence, health hazards, harassment, and discrimination. The supplier shall provide equal employment opportunity to all employees and applicants for employment without discrimination and shall comply with all applicable anti-discrimination laws and regulations. The supplier shall ensure that employment, including hiring, pay, benefits, promotion, termination and retirement, is based on ability and not on personal characteristics (such as gender, race, nationality, religion, union affiliation, etc.).

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(2) The supplier shall respect the right of its employees to freedom of association and collective negotiations; in the absence of a statutory minimum wage, the supplier shall pay at least a minimum living wage. The wage is a living wage that not only covers the costs of basic necessities such as food, water and housing, but also enables expenses for education, medical care, transportation, clothing and reserves for emergency situations.

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(3) The supplier shall refrain from any form of forced or child labour as defined by the International Labor Organization (ILO). The term "child" includes all persons under the legal minimum age for employment in the country in which the work is performed and/or under the minimum age for employment set by the International Labor Organization (ILO), whichever is higher. The supplier shall ensure that all workers are provided with a written contract in a language they can easily understand, which clearly sets out their rights and obligations with respect to wages, working hours, benefits and other terms and conditions of employment. The supplier shall respect the right of workers to terminate their employment after a reasonable notice period and to receive all wages owed.

(4) The supplier shall ensure that it establishes an appropriate environmental management system that includes policies and procedures aimed at the effective management of environmental performance, including the consideration of environmental aspects in its product design or services.

In particular, the following laws and regulations relating to the environment must be complied with:

- Minamata Convention on Mercury
- Stockholm Convention on Persistent Organic Pollutants
- Basel Convention on the Export of Hazardous Waste

(5) The supplier shall transfer to its suppliers the social standards from this agreement as defined in clauses (1) to (4) ("Social Standards") and shall also require them to comply with the social standards.

(6) The supplier shall act in accordance with recognized standards such as the social standard SA 8000 (<https://sa-intl.org/programs/sa8000/>). Certification is desirable.

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(7) Upon request, the supplier shall provide IBC SOLAR with all information and documents necessary to demonstrate compliance with social standards. The supplier shall allow IBC SOLAR, or an external auditor commissioned by IBC SOLAR to verify compliance with the social standards in a suitable form.

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(8) The supplier actively reports violations of the social standards to the Supply Chain Management department of IBC SOLAR. The supplier is permitted to rectify the misconduct within a reasonable period of time by taking appropriate remedial measures. If the violation is of such a nature that it cannot be remedied immediately, or if the violation occurs in the supplier's supply chain, the supplier must immediately draw up and implement a viable concept with a concrete timetable for ending or at least minimizing the violation. If the violation occurs in the supplier's supply chain, the supplier must also cooperate in establishing suitable preventive measures against the perpetrator (sub-supplier at any level), such as the implementation of control measures, support for the perpetrator in the prevention and avoidance of risks or the implementation of industry-specific or cross-industry initiatives to which the supplier has signed up.

(9) If the misconduct is not remedied within a reasonable period of time, IBC SOLAR reserves the right to terminate the contractual relationship with the supplier without further notice. In the event of serious violations of the social standard by the supplier (knowingly or unknowingly), IBC SOLAR may terminate the contract with immediate effect.

### Policy statement

The supplier assures to comply with the human rights and environmental expectations of IBC SOLAR, as expressed in the current version of the policy statement on human rights strategy. In case of doubt, these expectations take precedence over the points of this code described above.

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**Dr. Dirk Haft**  
Chairman of the Board  
IBC SOLAR AG



**Stefan Horstmann**  
Member of the Board  
IBC SOLAR AG



**Lars Degendorfer**  
Member of the Board  
IBC SOLAR AG



**Patrik Danz**  
Member of the Board  
IBC SOLAR AG

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