

Our understanding of sustainability in supplier management (Code of Conduct)

Granula AG considers sustainability to be an essential part of our business processes. As a technology group with a high level of expertise in materials, we source raw materials, goods, and services from suppliers worldwide in order to ensure the sustainable success of our customers with innovative product and service solutions.

This is based on responsible corporate management focused on long-term value creation. For this reason, we involve suppliers directly in our sustainability strategy. In our procurement activities, we pay attention not only to procedural, economic, and technical criteria, but also to social and ecological aspects such as human rights, working conditions, corruption prevention, and environmental protection.

In the area of conflict between product/service, market, region, and process, costs, quality, reliability, innovation, and sustainability are essential factors for us in selecting and evaluating suppliers.

Granula AG expects its suppliers to comply with applicable national laws, the principles of the United Nations Global Compact, and this Granula AG Supplier Code of Conduct in their activities. Furthermore, they are expected to introduce appropriate processes that support compliance with applicable laws in their companies and promote continuous improvement with regard to the principles and requirements of the Granula AG Supplier Code of Conduct. Granula AG also expects its suppliers to ensure that their affiliated companies also comply with and recognize all the principles and requirements described here.

Treatment of employees

Granula AG expects its suppliers to comply with the fundamental labor rights of the applicable national legislation. In addition, Granula AG expects recognition of the core labor standards of the International Labor Organization (ILO), taking into account the laws and legal forms applicable in the various countries and locations.

Child labor

Granula AG expects its suppliers to prohibit and refrain from any form of child labor in their companies.

Discrimination

Granula AG expects its suppliers to promote equal opportunities and equal treatment and to prevent discrimination in the hiring of employees as well as in the promotion or granting of training and further education measures (). No employee may be discriminated against on the basis of gender, age, skin color, culture, ethnic origin, sexual identity, disability, religious affiliation, or ideology.

Forced labor

Granula AG expects its suppliers not to allow forced labor in their companies.

Freedom of association

Granula AG expects its suppliers to respect the rights of employees to form employee representatives and to conduct collective bargaining in accordance with national legislation.

Remuneration and working hours

Granula AG expects its suppliers to comply with the applicable national legislation on working hours. Furthermore, it is expected that the employees of the suppliers receive remuneration in accordance with the applicable national laws.

Health and safety

Granula AG expects its suppliers to comply with the applicable national legislation on health and safety at work. Suppliers are also expected to establish and implement an appropriate occupational safety management system (e.g., in accordance with OHSAS 18001). This includes both mitigating actual and potential occupational safety risks and training employees to prevent accidents and occupational illnesses as far as possible.

Environmental protection

Granula AG expects its suppliers to comply with the applicable national environmental laws, regulations, and standards. Suppliers are also expected to establish and implement an appropriate environmental management system (e.g., in accordance with ISO 14001) to minimize environmental impact and hazards and improve environmental protection in their daily business operations.

Conduct in the business environment

Prohibition of corruption and bribery

Granula AG expects its suppliers to not tolerate corruption and to ensure compliance with the conventions of the United Nations (UN) and the Organization for Economic Cooperation and Development (OECD) on combating corruption and the relevant anti-corruption laws within their companies. In particular, they shall ensure that their employees, subcontractors, or representatives do not offer, promise, or grant any advantages to employees of Granula AG or related third parties with the aim of obtaining an order or other preferential treatment in business transactions.

Invitations and gifts

Granula AG expects its suppliers not to misuse invitations and gifts to exert influence. Invitations and gifts to Granula AG employees or persons close to them will only be granted if the occasion and scope are appropriate, i.e., they are of low value and can be considered an expression of locally accepted business practice. Similarly, suppliers shall not demand any inappropriate benefits from Granula AG employees.

Avoiding conflicts of interest

Granula AG expects its suppliers to make decisions relating to their business activities with Granula AG solely on the basis of objective criteria. Conflicts of interest with private interests or other economic or other activities, including those of relatives or other related persons or organizations, are avoided from the outset.

Free competition

Granula AG expects its suppliers to behave fairly in competition and to comply with applicable antitrust laws. Suppliers shall neither participate in agreements with competitors that violate antitrust laws nor abuse any dominant market position they may have.

Money laundering

Granula AG expects its suppliers to comply with the relevant legal obligations for the prevention of money laundering and not to participate in money laundering activities.

Supplier relationships

Granula AG expects its suppliers to communicate all the principles and requirements described here to their subcontractors and suppliers and to take them into account when selecting them. Suppliers shall encourage their subcontractors and suppliers to comply with the standards described above regarding human rights, working conditions, corruption prevention, and environmental protection in the performance of their contractual obligations.

Compliance with the Granula AG Supplier Code of Conduct

Suppliers' compliance with the principles and requirements of this Granula AG Supplier Code of Conduct can be verified by means of supplier self-assessments, which are carried out at most once a year. In addition, on-site audits may be carried out by a third party commissioned by Granula AG in consultation with the supplier. In the event of such an audit to verify sustainability standards, the supplier shall bear the costs, which as a rule should not exceed a maximum of 5,000 euros. The audit results shall be forwarded to Granula AG.

Any violation of the principles and requirements set out in the Granula AG Supplier Code of Conduct will be considered a material breach of the contractual relationship on the part of the supplier. If there is suspicion of non-compliance with the principles and requirements described in the Granula AG Supplier Code of Conduct (e.g., negative media reports), Granula AG reserves the right to request information about the relevant facts. Furthermore, Granula AG reserves the right to terminate individual or all contractual relationships with suppliers who demonstrably do not comply with the Granula AG Supplier Code of Conduct or who do not strive to implement improvement

measures after Granula AG has set them a reasonable deadline to do so, without notice.

References

United Nations Global Compact
www.unglobalcompact.org

Universal Declaration of Human Rights
www.un.org/en/rights

International Labor Standards (ILO)
<http://www.ilo.org/global/standards/lang--en/index.htm>

OHSAS 18001 Health & Safety Standard
www.ohsas-18001-occupational-health-and-safety.com

International Organization for Standardization (ISO)
www.iso.org

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created on:	November 17, 2020	Modified on:	January 21, 2026	Approved on:	January 22, 2026