

# Code of Conduct

## Springer GmbH

Springer GmbH is committed to ecologically and socially responsible corporate governance. Our employees share this philosophy and live the principles of social, ethical and ecological behaviour in their day-to-day work. We continuously optimise our products and services in terms of sustainability and efficiency. We also ask our suppliers to follow this mission statement and to observe the following principles.

### 1. social responsibility

- Forced labour and similar working conditions are excluded. All employees must work voluntarily and must not be exposed to harassment.
- -Child labour is prohibited. The minimum age for employment must correspond to the end of compulsory education.
- Fair pay must at least comply with the national statutory minimum wage. Wage deductions as penalties are not permitted. All employees regularly receive a comprehensible payslip.
- Working hours must comply with the applicable laws. Overtime may only be worked voluntarily.
- Employees have the right to form or join trade unions and to engage in collective bargaining.
- Discrimination in any form is not permitted. The dignity and privacy of each individual are respected.

### 2. health protection

- We offer a safe and healthy working environment. Occupational safety systems and preventive measures against accidents and damage to health are a matter of course. Regular training is required.

### 3. complaints management

- An effective complaints system is required at all levels of the company. Employees must be able to report grievances without fear of reprisals. The company must take remedial action in the event of violations of legal regulations.

### 4. Dealing with conflict minerals

- When using raw materials such as tin, tungsten, tantalum and gold, we establish guidelines for responsible supply chains in order to avoid conflict areas and environmentally harmful processes.

### 5. Ecological responsibility

- Waste and hazardous substances are safely separated and disposed of in an environmentally friendly manner. Air and noise emissions are monitored and minimised. Waste water is treated before discharge. The use and consumption of resources and waste production are reduced. Energy consumption is documented and solutions for energy efficiency are sought.

### 6. Ethical business behaviour

- In competition, we adhere to fair business practices and advertising. Antitrust laws and freedom of contract are observed. Personal data and private information are protected.

Intellectual property rights are respected. Integrity standards are mandatory, bribery and corruption are prohibited.



A handwritten signature in black ink, appearing to read "Christoph Springer". The signature is fluid and cursive.

Christoph Springer

- Managing Director-