



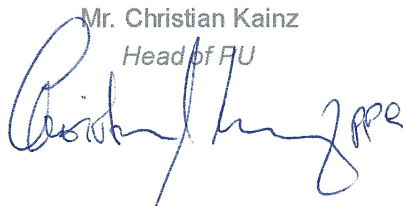
SUSTAINABILITY POLICY FOR GG SUPPLIERS

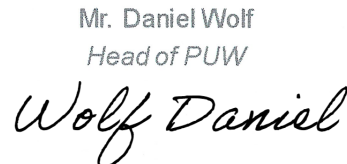
GG combines successful business with responsible conduct to sustainably pattern the future of the company. In a globalized world with increasingly multifaceted conditions and influences, this is becoming more and more challenging. The basis for this behavior is the corporate value of responsibility, which is anchored within the GG Corporate Values and the Code of Conduct for Employees. For GG, responsibility means that all employees worldwide comply with statutory and internal regulations and conduct themselves in a morally correct manner. GG also expects its business partners to conduct themselves with responsibility.

The basic requirements for an honest and responsible business relationship between GG and all its business partners are laid down in the following principles:

- **Occupational HEALTH & SAFETY Protection** (*health and safe working environment as a top priority, human life as a key value*)
- **Respect for HUMAN RIGHTS** (*respect and protection of international human rights, strict rejection of modern slavery, child labor, young workers, human trafficking, forced/compulsory labor, etc.*).
- **Fair Market behavior / ENVIRONMENT, ENERGY, CLIMATE PROTECTION** (*using resources carefully & responsibly, reducing environmental impacts and reducing waste, transparency in dealing with conflict minerals, GHG emissions minimization, energy efficiency & renewables, water consumption and quality, air quality, responsible management of chemical, etc.*).
- **LABOR RELATIONS** (*fair wages, salaries and benefits, complying with legal requirement for working hours, full support of freedom of association including bargaining, harassment, etc.*).
- **DIVERSITY** (*prohibition of any form of discrimination or threat, equal treatment regardless nationality, ethnic, social origin, sexual orientation, religion, gender, race, political opinion, etc.*).
- **Compliance with laws / CODE OF CONDUCT** (*compliance with internal and external rules, regulations and laws, anti-corruption and acceptance of bribes, conflict of interest, political influence, competition and antitrust law, etc.*).



Mr. Christian Kainz
Head of PU


Mr. Daniel Wolf
Head of PUW


Vienna, 29.09.2020

1/1