

The background features a collage of various elements: a world map, an airplane, a cargo ship, a truck, and a factory. Overlaid on this are several circular icons connected by lines, representing a global supply chain network. The icons include a dollar sign (\$), a clock, a truck, a warehouse with a box, and a document with a pencil. The text 'GG GROUP SUSTAINABILITY POLICY FOR SUPPLIERS' is prominently displayed in the center in a bold, blue, sans-serif font.

# GG GROUP SUSTAINABILITY POLICY FOR SUPPLIERS



## PREAMBLE

**We are GG – we work with passion, inspired minds and full of energy to develop and deliver the best solution for our customer, wherever our customer needs us.**

The purpose of this Sustainability Policy for GG group suppliers is to define key rules and principles regarding sustainability for our suppliers. Our suppliers (partners) are kindly required to act (carry out the business with the GG group) in accordance with all applicable laws, rules, regulations, procedures and with the highest standard of ethics and values.

We expect all our suppliers make a commitment to conduct business fairly and honestly. This Sustainability Policy is valid to all GG group suppliers globally.

*GG combines successful business with responsible conduct to sustainably pattern the future of the company. In the 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 morally correct manner.*

**GG also expects its business partners to conduct themselves with responsibility.**



## SUSTAINABLE BUSINESS

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



### BUSINESS ETHICS



### ENVIRONMENT



### HUMAN RIGHTS AND WORKING CONDITIONS



### LEGAL COMPLIANCE







## BUSINESS ETHICS

- ✓ Responsible sourcing of materials
- ✓ Financial responsibility / accurate records
- ✓ Privacy
- ✓ Corruption/bribery / acceptance of gifts
- ✓ Disclosure of information
- ✓ Competition and antitrust
- ✓ Conflicts of interest
- ✓ Intellectual property
- ✓ Export controls and economic sanctions
- ✓ Protection of identity, whistleblowing and protection against retaliation
- ✓ Freedom of association, collective bargaining and political contribution



## ENVIRONMENT

- ✓ Water quality and consumption
- ✓ Energy consumption and renewable energy
- ✓ Responsible sourcing of materials
- ✓ Air quality and greenhouse emissions / decarbonization
- ✓ Responsible chemical management
- ✓ Natural resource management & waste reduction & circularity
- ✓ Soil quality
- ✓ Noise emissions
- ✓ Biodiversity, land use & deforestation
- ✓ Energy efficiency



## HUMAN RIGHTS AND WORKING CONDITIONS

- ✓ Child labor and young workers
- ✓ Forced labor, modern slavery and human trafficking
- ✓ Wages and benefits
- ✓ Working hours
- ✓ Non-discrimination and diversity
- ✓ Harassment
- ✓ Health and safety



## LEGAL COMPLIANCE

- ✓ Compliance with laws and other external and internal rules

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