

HERAEUS Supplier Code of Conduct

As an international, family-owned company with a long tradition, Heraeus enjoys an excellent reputation throughout the world. The Heraeus Code of Conduct sets out the framework within which we operate. With this Supplier Code of Conduct ("Code of Conduct") we would like to ensure that we are cooperating solely with suppliers who feel committed to the same or similar principles as those stipulated in our Code of Conduct.

This Code of Conduct applies worldwide to all suppliers who maintain business relations with the Heraeus Group.

1. Compliance with Laws, Rules and Regulations as well as Internationally Recognized Standards

The supplier hereby commits to Heraeus to comply with all legally binding rules and regulations, in particular with all applicable laws for the protection of fair competition, all export and import prohibitions in force, all applicable customs and tax regulations as well as all applicable legal regulations for the protection of the environment.

2. Bribery and Corruption

The supplier commits not to offer, promise or grant, neither directly nor indirectly, any benefits to employees of Heraeus as consideration for the procurement of products or services. If, within the scope of its business relations with Heraeus, the supplier cooperates with consultants or sales intermediaries, the supplier must ensure that its consultants and sales intermediaries will also not offer, promise or grant any benefits to employees of Heraeus as consideration for the procurement of products or services from the supplier.

3. Social Demands and Environmental, Health and Safety Responsibility

We expect our suppliers to respect the dignity and human rights of their own employees, and to cooperate or transact business solely with partners who also commit to respect the dignity and human rights of their own staff.

The supplier commits

- to respect the personal dignity, privacy and personal rights of every individual;
- not to employ anybody against their will and not to force anybody to work;
- not to tolerate any unacceptable treatment of employees such as, e.g., psychological coercion, sexual or personal harassment, and discrimination;
- to ensure appropriate payment and to guarantee the statutory national minimum wage;
- to observe the legally permitted maximum working hours; and
- to recognize the freedom of association.

4. Environmental Protection

The supplier commits to comply with all statutory provisions for the protection of the environment, to minimize environmental impacts, and to continually improve its environmental performance.

5. Protection of Trade Secrets

The supplier commits to refrain from the unauthorized disclosure of any business and trade secrets of Heraeus or of the business partners of Heraeus, from the transmission of any such business and trade secrets to any third party without the written consent of Heraeus, and from the unauthorized use of such business and trade secrets for its own purposes. Business and trade secrets within the meaning of this provision are all documents and information which are not generally available and not in the public domain, and in whose secrecy Heraeus has an interest.

6. Termination, Contractual Penalties

Heraeus may terminate any and all contracts, agreements and undertakings with the supplier without notice effective immediately if the supplier violates any obligation under this Code of Conduct. The supplier commits to pay to Heraeus a contractual penalty in the amount of 10 % of the order value in the case of bribery of Heraeus employees or bribery of consultants or sales intermediaries of Heraeus as well as in the case of a violation of the applicable laws for the protection of fair competition to the detriment of Heraeus. Furthermore, the supplier is committed to indemnify and hold harmless Heraeus from and against any third-party claims which are asserted or entered against Heraeus on account of, or in connection with, the supplier's breach of its obligations set forth herein.

7. Applicability to Sub-suppliers and Subcontractors

The obligations arising from this Code of Conduct also apply to all business partners of the supplier who assist the supplier in the performance of its contractual obligations towards Heraeus. The supplier commits to use its best reasonable efforts to ensure that the requirements of this Code of Conduct are also met by its own business partners.

Dirk Witte

Chief Procurement Officer

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