

HENSOLDT GROUP CSR SOURCING PROVISIONS

HENSOLDT GROUP CORPORATE SOCIAL RESPONSIBILITY IN SOURCING

to be acknowledged and observed by all suppliers of HENSOLDT Group companies in connection with all orders issued under general purchasing conditions of HENSOLDT Group companies.

- 1 HENSOLDT Group has formalised a set of corporate social responsibility policies aiming to achieve a sustainable development by balancing the economic dimension with environmental and social considerations. Moreover, HENSOLDT Group is committed to promote its set of core values regarding Human Rights, Labour rights standards, environment and anti-corruption practices within its organization and everywhere it develops activities.
- 2 These values and practices are in line with international recognized standards as laid out in charters, declarations and guidelines, including the OECD Convention on combating bribery of foreign public officials in international business transactions, the OECD Guidelines for Multinational Companies, the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the commitments taken by HENSOLDT Group concerning corporate responsibility.
- 3 The Supplier undertakes to respect the following values and principles:
 - 3.1 The Universal Declaration of Human Rights
 - 3.2 The International Labour Organisation (ILO) Conventions, especially:
 - ILO no 14 guaranteeing a weekly rest period of at least twenty-four consecutive hours
 - ILO no 29 concerning Forced or Compulsory Labour
 - ILO no 87 concerning Freedom of Association and Protection of the Right to organize
 - ILO no 98 concerning the right to Organize and Collective Bargaining
 - ILO no 100 concerning Equal remuneration for Men and Women Workers for work of Equal Value
 - ILO no 105 concerning the Abolition of Forced Labour
 - ILO no 111 concerning Discrimination in Respect of Employment and Occupation
 - ILO no 182 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour
 - 3.3 The OECD Guidelines for Multinational Companies
 - 3.4 The OECD Convention on combating bribery of foreign public officials in international business transactions
 - 3.5 The First Protocol to the Convention on the Protection of the European Communities' Financial Interests and the Convention on the Fight against Corruption Involving Officials of the European Communities (EC) or Officials of Member States of the European Union as implemented by the EU Member States.
- 4 The Supplier is committed to respect values of honesty and integrity. Any and all forms of corruption, bribery, extortion and embezzlement are strictly prohibited.
- 5 The Supplier shall strictly refrain from offering, promising or granting any gifts of money, non-monetary gifts, invitations, services or any other advantages to HENSOLDT Group employees with the aim to influence the business relation in a prohibited or improper way. Advantages other than gifts of money which do not exceed an amount of fifty (50) € are excluded thereof.

In case of non-compliance with the prohibitions as per Section 5, the relevant HENSOLDT Group company may charge a penalty equal to the amount of the granted advantage, but in any case a minimum amount of five thousand (5.000) €. HENSOLDT Group herewith reserves any further rights and claims.
- 6 The Supplier provides, protects and improves a safe and healthy working environment for all its employees. The Supplier respects the applicable laws concerning health and safety and develops an occupational health, safety and risks prevention policy at the workplace.
- 7 The Supplier ensures that the HENSOLDT Group CSR Sourcing Provisions defined herein are also observed by all their subcontractors and suppliers. HENSOLDT Group relies on the Supplier to communicate and promote actively HENSOLDT Group CSR Sourcing Provisions through their entire supply chain.

- 8** The Supplier shall define and implement the necessary means in order to ensure compliance with HENSOLDT Group CSR Sourcing Provisions within its operations and shall regularly ensure their proper application.
- 9** On request of HENSOLDT Group, the Supplier shall demonstrate the means implemented in order to ensure adherence of HENSOLDT Group CSR Sourcing Provisions. HENSOLDT Group reserves the right to audit Supplier's adherence or to ask a third party to perform such an audit after having informed the Supplier in due time.
- 10** In case of non-compliance with HENSOLDT Group CSR Sourcing Provisions, the Supplier shall, following a written notice of HENSOLDT Group, implement the appropriate measures. HENSOLDT Group and the Supplier shall agree on an appropriate time frame for the said implementation which shall not exceed sixty (60) days following reception of the notice of HENSOLDT Group.
- 11** If the Supplier does not succeed to achieve compliance with HENSOLDT Group CSR Sourcing Provisions within the agreed time frame, HENSOLDT Group reserves the right to terminate the contract(s) with the Supplier.