

1. Area of application and objective

This company policy concerns the suppliers of the V-LINE Group. Main objective of this company policy is to ensure a socially responsible and sustainable supply chain.

2. Responsibilities

The Compliance Manager of V-LINE Europe GmbH is responsible for the completeness, the accuracy and the regular updating of this company policy.

3. Terms and abbreviations

V-LINE = Companies of the V-LINE Group
(V-LINE EUROPE GmbH, V-LINE MIDDLE EAST Company Ltd., Varioline Spare Parts Services Inc. and V-LINE KOREA Ltd.)

Suppliers = All suppliers of the V-LINE Group

4. Realization

V-LINE is committed to the highest standards of social responsibility in the conduct of its business. To ensure this value along the supply chain, all current and potential suppliers are required to acknowledge the following principles and ensure that all their employees, representatives, agents and subcontractors comply with them. Any violations of the principles by the supplier may lead to the dissolution of all business relationships between V-LINE and the supplier.

4.1. Laws and regulations

The Suppliers shall comply with all applicable laws, rules and regulations of all legal matters. This also includes legal requirements regarding import regulations, export controls and sanction lists.

4.2. Human Rights

In recognition of fundamental human rights, the Suppliers shall be committed to the principles of diversity and equality, promoted by a treatment of humans free from discrimination regarding their race, gender, religion, worldview, disability, age and sexual orientation. Harassment and any intimidating or offensive conduct towards another person including derogatory comments based on racial characteristics and sexual harassment shall be prevented. The Supplier shall acknowledge and protect a person's privacy, identity and data and operate under a policy of non-retaliation.

4.3. Working conditions

Human trafficking, slave labor and other forms of forced and compulsory labor as well as child labor shall be strictly prohibited. All employment relationships shall be lawfully established and the Supplier shall respect the freedom of association by applicant law including collective

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bargaining. Legal requirements shall also be met regarding the employee's working hours as well as their wages and benefits, including but not limited to maximum working hours, overtime, minimum wages and statutory compensation elements. The supplier shall provide safe and healthy working conditions and equipment for all their employees, comply with all applicable health, safety and hygienic rules and regulations and perform adequate safety trainings.

4.4. Environmental Responsibilities

Energy consumption, greenhouse emissions, water quality, water consumption, air pollution, packaging materials, waste reduction, waste separation and the sustainable handling of natural resources shall be considered in the Suppliers' efforts of environmental protection. Furthermore, the Suppliers shall handle hazardous and chemicals materials with responsible care and they shall obtain and maintain necessary environmental permits.

4.5. Conduct of business

Corruption, bribery and extortion shall be strictly prohibited by the Suppliers. In that means, the Suppliers eliminate the granting, promise or the acceptance of advantages as well as gifts and hospitality above the nominal value. The Suppliers conduct their business on the principles of fair competition and anti-trust and do not engage in collusive bidding and other unfair trade practices. Confidentiality is granted by the Suppliers and they will neither disclose nor utilize any confidential or proprietary information for personal advantages. The Suppliers acknowledge intellectual property rights and refrain from abuse or counterfeiting. Money laundering shall be prohibited and the Suppliers undertake to maintain accurate accounting and business records.

4.6. Supply Chain

The Suppliers grant to demand the same level of responsibility from their suppliers and service providers as established in this policy to ensure a responsible supply chain and an ethical sourcing of raw materials.

5. Remarks

None.

6. Distribution list

All suppliers of the V-LINE Group, on the website www.v-line.com

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