

PAYER

THE PAYER WAY OF DOING BUSINESS

SUPPLIER CODE OF CONDUCT

Reiteregg, 10/04/2026



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BINDING

Publication month: April 2026

Scope: This code is provided to our suppliers with the aim of strengthening our common understanding of sustainable practice in daily business.

Approved by: PAYER Group Management

This policy is an integral part of the PAYER Governance & Compliance structure, whose specific procedure for monitoring progress, auditing and communicating to employees is outlined in the principles set forth in the PAYER Code of Business Conduct. All requirements and guidelines established in the superior policy shall be strictly adhered to.

PAYER Group is committed to high standards of sustainability and ethical behavior.

As a company, we are aware of our responsibility to have a positive impact both on the environment and society.

The present *Supplier Code of Conduct* defines the ethical principles and general requirements that PAYER imposes on its suppliers, including service providers, consultants, independent contractors, agents, or other third parties acting on behalf of PAYER (collectively referred to as "Business Partners"), regarding their responsibility for people and the environment.

PAYER also adheres to these guidelines in its business activities. With this Supplier Code of Conduct, PAYER aims to ensure that Business Partners share these values, which is why it is particularly important that you understand and comply with it.

Reitereg, 10/04/2026

Michael Viet
CEO PAYER Group

1. Compliance with Laws and Regulations

Our Business Partners are required to comply with all applicable laws, regulations, and standards, including, but not limited to, environmental laws, labor, and social security laws, and trade and competition laws. Our Business Partners must also comply with our specific requirements for the supply of goods and services.

Compliance with this policy is regularly reviewed by the site's organizational departments.

2. Working Conditions

We expect our Business Partners to ensure that their employees are treated fairly and that their working conditions are safe and conducive to good health.

Requirements for working conditions include:

- Complying with all applicable labor laws and regulations, including hours of work, wages, and benefits.
- Providing a safe and sanitary working environment that complies with all applicable occupational health and safety laws.
- Prohibiting discrimination of any kind, including gender, skin color, religious beliefs, nationality, sexual orientation, or other personal characteristics.
- Prohibiting child labor, i.e., that no employees under the legal minimum age are employed.
- Prohibiting forced or compulsory labor, i.e., that employees can work voluntarily and free of pressure.

3. Environment

We expect our Business Partners to operate in an environmentally conscious manner and to take steps to reduce environmental impact.

Requirements for the environment include:

- Complying with all applicable environmental laws and regulations.
- Reducing waste and emissions, as well as efficient use of energy and resources.
- Using environmentally friendly materials and processes wherever possible.
- Considering the environmental impact in product development, design and manufacturing.

4. Ethic und Integrity

We expect our Business Partners to act ethically and avoid corruption, bribery, and other unethical business practices.

Requirements for ethics and integrity include:

- Complying with all applicable laws and regulations regarding corruption and bribery.
- Avoiding conflicts of interest and disclosure of conflicts of interest when they occur.
- Protecting intellectual property and compliance with all applicable copyrights, patents, trademarks, and trade secrets.
- Acting in a fair and transparent manner and assisting us in complying with our requirements.
- Using only raw materials to manufacture whose extraction, transportation, trade, processing, or export does not directly or indirectly lead to financing conflicts and human rights violations.
- Ensuring that customers, suppliers, organizations, and individuals with whom a business relationship of any kind will be entered into or continued are not on a sanctions list or an anti-terror list.

5. Data Protection and Data Security

We expect our Business Partners to protect personal data and that of our customers brought to their attention during processing orders with PAYER, along with the personal information of our customers.

Requirements include:

- Taking technical precautions to prevent personal data from being unintentionally disclosed.
- Respecting the personal data of employees and business partners and only collecting and storing personal data to the extent necessary for efficient operations in accordance with the law.
- Using personal data with great care and to secure and protect such data from loss, misuse, unauthorized access, disclosure, alteration or deletion.

6. Fair Competition

We expect our Business Partners to commit to the principles of fair competition and business conduct. Any agreements with competitors and other activities that affect prices or conditions must be avoided, and all regulations of competition and antitrust law must be complied with.

Confirmation of the Supplier Code of Conduct

The following signature confirms the compliance of this Supplier Code of Conduct.

Company Name: _____

Signature: _____

Name: _____

Function: _____

Location: _____

Date: _____

Signature: _____

Name: _____

Function: _____

Location: _____

Date: _____