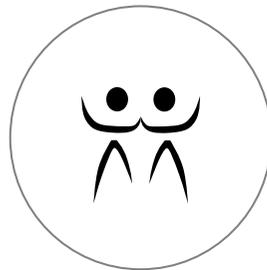


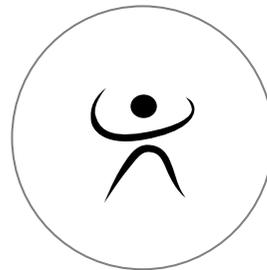


# Business Partner Code of Conduct

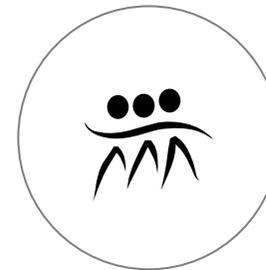
EOS GmbH Electro Optical Systems



Fair



Responsible



Together



Excellent

# Content

Preamble	3
1. Responsibility in Business Transactions	4
2. Integrity	5
3. Fair Competition	6
4. Environmental Protection	7
5. Privacy, Data Security and Intellectual Property	8
6. Legal Consequences in Case of Violation of the EOS Business Partner Code of Conduct	9

# Preamble

In recent years, EOS and its brand have taken a giant step forward and have been improved continually. EOS is a pioneer and leader in the area of direct metal laser sintering (DMLS) as well as a provider of highly productive systems for additive manufacturing.

EOS bases its corporate culture as well as business transactions and approach on fair, responsible, cooperative behavior and excellent performance: the corporate values of EOS are of primary importance and are a major contribution to its success. Those values ensure future business success only if they are kept alive and thriving and thus protect the reputation of EOS globally.

EOS values, “fair, responsible, together, excellent”, are a major component of EOS corporate culture and its business success and thus they are also the basis for the EOS Code of Conduct as well as for the Business Partner Code of Conduct. These guidelines include EOS’ obligation to adhere to the highest standard of integrity and ethical behavior.

EOS business partners commit to complying with any legal provisions, standards and lawful

obligations. They also ensure that their affiliates, sub-contractors, distributors and other partners also comply with those prerequisites.

Additionally, EOS strongly encourages compliance with our internal guidelines in our external business relations. This Business Partner Code of Conduct applies to all EOS partners who directly or indirectly deliver goods or services to the EOS Group via affiliated companies, sub-contractors, distributors and other third parties.

EOS expects its business partners to act upon the same high ethical and legal principles that apply to EOS. EOS business partners must ensure that their staff, affiliated companies, subcontractors, distributors, or other partners that are part of the relation between EOS and the business partner acknowledge this Business Partner Code of Conduct and act accordingly.



# 1 Responsibility in Business Transactions

## **Illegal Employment Conditions**

Any kind of illegal employment, regardless of whether it is child labor, forced labor or any other violation of workers' rights, is prohibited by EOS. EOS expects the same from its business partners. Employee and social legislation regulations to avoid illegal employment and inadequate working conditions must be complied with in all countries and by all actors involved. All EOS business partners acknowledge the UN Human Rights Charter as well as the standards of the International Labor Organization.

Illegal employment conditions and inadequate working conditions as well as collaboration with partners who support such employment conditions must be terminated immediately.

## **Minimum Wage**

EOS business partners ensure appropriate remuneration of their staff and guarantee the statutory minimum wage. Wages and salaries must at least be equal to the local pay level.

## **Non-Discrimination Rule**

EOS chooses to employ staff from different origins and with varied experience because this constitutes great potential for the company.

All EOS business partners must ensure that they also create and maintain an atmosphere of respectful collaboration and that nobody is discriminated against because of race or ethnic background, sex, religious affiliation or beliefs, disability, age, or sexual identity.

## **Occupational Safety / Health**

EOS expects its business partners to comply with the relevant national and international legislation and standards for health protection and occupational safety. Adequate safety measures for risk reduction must be ensured.

## **German Supply Chain Due Diligence Law**

EOS suppliers agree to comply with the requirements and regulations of the German Supply Chain Due Diligence Law and to contractually anchor its principles, requirements, and necessary measures along their supply chains and vis-à-vis their direct and indirect suppliers.

## **International Business**

EOS business partners are aware of their special legal provisions in the context of global international transactions.

They especially agree to observe all export control, customs, and tax legislation to avoid unjustified tax, duty, or customs evasion. They ensure that all staff and sub-contractors who are active in this area are trained on the legal requirements and obtain information about any updates regularly.

# 2 Integrity

## **Bribery and Corruption**

EOS supports the global fight against corruption and complies with legislation and regulation to avoid white-collar crime, especially with regard to corruption in the public sector. The selection of business partners, decisions about initiating business relations and the conclusion of contracts are solely based on objective criteria.

EOS business partners therefore have to avoid any kind of corruption, bribery or other forms of white-collar crime in business transactions. The implementation of preventive measures compliant with global standards is expected.

EOS business partners shall offer neither directly nor indirectly any kind of bribe to public officials/institutions, EOS staff or other private companies in order to influence a business decision or cause any other non-compliant behavior. Demanding or accepting bribes or other illegal advantages is also prohibited.

Furthermore, no third parties (e.g. distributors, consultants, banks, agents, lobbyists, or sponsors) shall be asked to act in ways that are prohibited for legal or ethical reasons.

## **Money Laundering**

EOS furthermore expects its business partners to comply with relevant obligations regarding the prevention of money laundering, in particular that their own business partners undergo a proper selection process, and that transactions are rejected if there is reason to suspect that the assets derive from illegal actions.

## **Conflict of Interest**

EOS business partners have to give priority to their company's interests over private interests in their business activities and thus avoid any conflict of interest.

A conflict of interest in the meaning of this guideline occurs if there is a risk of private interests endangering the company's interests or of the former conflicting with the latter.

EOS maintains professional business relations free of conflicts of interest with its business partners.

EOS expects the same from their own business partners. The individual business activity is therefore exclusively based on objective and factual criteria.

## **Donations and Sponsoring**

Donations must always comply with current legislation. This also applies to potential sponsoring in the context of political, collective, and social commitment.

# 3 Fair Competition

Any business partner of EOS commits not to use unfair business practices to the detriment of competitors or other market players. EOS and their business partners commit to fair and open competition on all world markets.

EOS expects its business partners to observe the relevant antitrust and competition laws and not to conclude illicit agreements with competitors about economically sensitive questions such as prices, products, business conditions, or the division of customers, suppliers, or markets contrary to anti-trust laws.

This applies not only to written, but also to oral agreements.



# 4 Environmental Protection

EOS commits to environmental protection and sustainability within the scope of an environmental policy. The occurrence of harmful environmental impacts due to greenhouse emissions, polluted air, polluted wastewater, and hazardous chemicals is to be prevented by respective measures in the sense of sustainable business. Natural resources such as energy, water, and other raw materials are to be treated with care. Any legal and statutory requirements and regulations in this area must be observed. We expect the same from all EOS partners.



# 5 Data Protection, Data Security and Intellectual Property

## Data Protection

EOS business partners must comply not only with the relevant legal requirements, but "best practices". Personal data is only collected, processed or used if this is legally acceptable and necessary required. Data must be protected against unlawful access.

## Intellectual Property

EOS business partners respect the rights of third parties and the protection of intellectual property. Trade and business secrets, patents, and other industrial and intellectual property rights of EOS and third parties are not used or disclosed without right.



# 6 Consequences in the Event of Violation of the EOS Business Partner Code of Conduct

EOS expressly reserves the right to terminate any collaboration with business partners who act contrary to the guidelines applied by EOS - any violation of legal requirements will not be accepted under any circumstances. EOS is responsible for assessing the situation. EOS retains the right to investigate compliance with the requirements of this Business Partner Code of Conduct upon reasonable advance notice.



## Contact

Our compliance officer is the first contact for any queries regarding compliance.

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