



CODE OF CONDUCT

Suppliers and Partners

15.10.2025



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Samhammer

[Public]

09/23/2025



Dear suppliers and business partners,

as a medium-sized company, Samhammer AG has established itself as a leading company in the field of Life Cycle Service and Assisted Services. Our long-standing corporate values form the foundation of our daily work and our mission to offer our customers optimal solutions and support.

As the company grows, so does our responsibility in terms of legal compliance, as well as social and environmental sustainability. The Supply Chain Due Diligence Act now extends this responsibility to medium-sized and small companies. We take these challenges seriously and strive to meet them through regular analyses and adjustments in our procurement and delivery management.

Our values and measures are set out in the Code of Conduct for Suppliers and Partners, which complies with the legal requirements of German and EU law. We rely on active communication with you, our business partners, and expect your support in implementing these principles.



Thomas
Hellerich CEO



Samhammer

[Public]

09/23/2025

1. Preamble

As a reliable service provider and partner, we recognize the importance of our role in the global economy and the resulting impact on the environment and society. The importance of ethical behavior and sustainable practices is crucial to the long-term success of our business relationships. We strive to continuously improve our actions and our offerings in terms of sustainability and demand the same from our suppliers.

2. Declaration of principles

Samhammer AG, like our suppliers and partners, is committed to promoting ethical business practices and social responsibility. We, our suppliers and partners are committed to corporate governance that emphasizes integrity, respect and fairness. Our goal is to work with our suppliers and partners to make a positive contribution to society and the environment by acting responsibly, promoting human rights, eliminating forced and child labor and supporting sustainable practices. We expect all partners to actively live by these principles.

3. Scope of application

The Code of Conduct for Suppliers and Partners, in its currently valid version, forms part of all existing and future business relationships.

The current version of the Code of Conduct for Suppliers and Partners can be accessed at any time via our website.

4. Social responsibility

4.1. Human rights

We and our suppliers and partners are committed to upholding human and labor rights along the entire value chain.

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4.2. Exclusion of forced labor

Any form of forced labor is rejected. All work must be voluntary and without threat of punishment.

4.3. Prohibition of child labor

The employment of children under the legal age is prohibited. We, our suppliers and partners adhere to the recommendations of the ILO conventions on minimum age.

4.4. Fair remuneration

We, our suppliers and partners guarantee that wages are equal to or higher than the statutory minimum wage.

4.5. Fair working hours

Weekly working hours may not exceed 48 hours, with the possibility of calculating an average over a fixed period.

4.6. Freedom of association and prohibition of discrimination

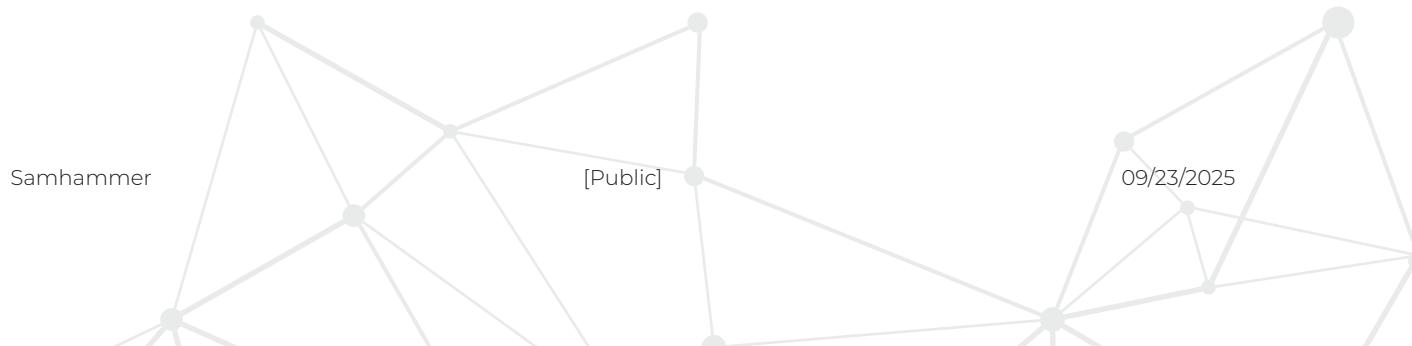
We, our suppliers and partners support freedom of association and reject any form of discrimination.

4.7. Health protection, safety in the workplace

We, our suppliers and partners are committed to providing a safe and healthy working environment.

4.8. Fair competition

We, our suppliers and partners adhere to the OECD guidelines for fair business practices and the applicable antitrust laws.



5. Sustainability

We, our suppliers and partners emphasize the importance of conserving natural resources and require our suppliers to practice effective sustainability management.

6. Information Security and Data Privacy

To ensure the availability, confidentiality, and integrity of Samhammer processes and information, and to comply with legal obligations, we prioritize an appropriate level of security. These requirements apply to all partner companies and delivery items, and are intended to ensure a basic minimum level of cyber security. Depending on the delivery item, these requirements are supplemented by specific regulations for digital products, components, and services. More information can be found under "Cyber Security – Guidelines for Suppliers".

7. Implementation and self-assessment

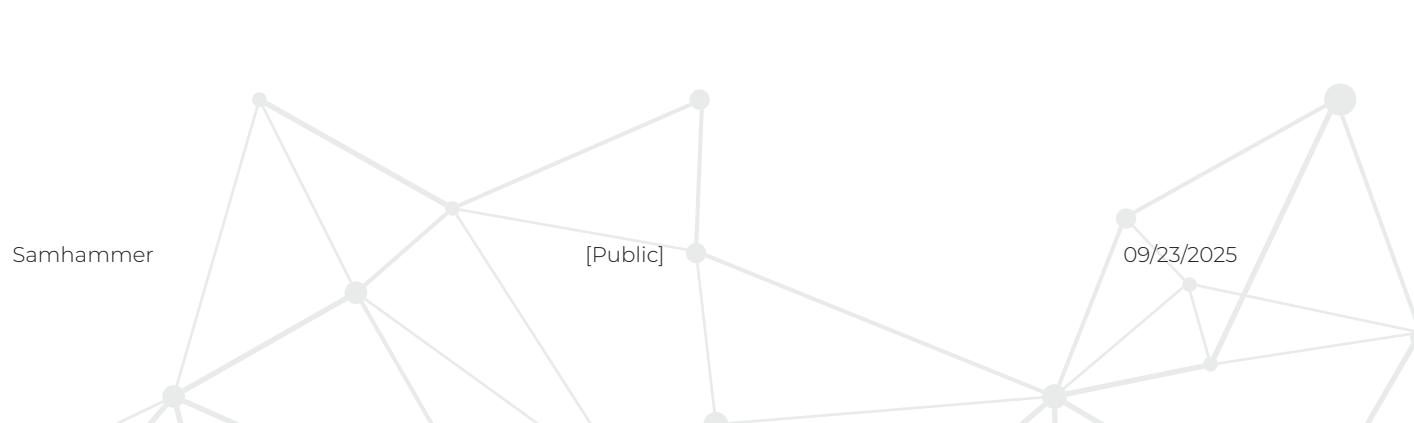
Through annual audits and risk analyses, we, our suppliers and partners ensure compliance with the law and continuously improve our internal measures.

8. Consequences of violations

In the event of violations, Samhammer AG reserves the right to terminate contractual relationships without notice.

9. Supply Chain

The basic principles communicated in this Code of Conduct for Suppliers and Partners should also be passed on by you, our supplier, to your subcontractors and serve as the basis for further cooperation. It calls on its business partners to base their actions on the same standards throughout the entire supply chain.



10. Others

The Code of Conduct for Suppliers and Partners comes into force upon signature and is subject to the law of the Federal Republic of Germany.

Changes to the Code of Conduct for Suppliers and Partners must be made in writing. The validity of the remaining provisions remains unaffected by the invalidity of individual provisions.

All rights and obligations arising from this Code of Conduct for Suppliers and Partners with regard to confidentiality, intellectual property rights, publication, ownership, rights of use and warranty remain valid even after the contract has expired.

Should any provision of this Code of Conduct for Suppliers and Partners be or become invalid, this shall not affect the validity of the remaining provisions. Rather, the provision shall be replaced by a provision which is legally permissible and which comes as close as possible to the content of the original provision. This shall also apply in the event of a gap in the contract.

11. Recognition by contractual partners or partners

The contractual partner or partner acknowledges the Code of Conduct for Suppliers and Partners in its current version, as published on the Samhammer AG homepage, and undertakes to comply with it accordingly.

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09/23/2025