

Supplier Code of Conduct

This "Supplier Code of Conduct" specifies the minimum standards for business relationships with a Amadeus Fire Group company. It is intended to ensure that the procurement of goods, work and services is carried out in a socially responsible and ethical manner and in accordance with specified laws, regulations and conventions. The expected behaviour of Amadeus Fire Group employees is outlined in the "Code of Conduct", while the human rights strategy is defined in the "Policy of principles on the human Rights strategy" and the approach to the environment is outlined in the Environmental Policy.

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1. Introduction/preliminary remarks

The Amadeus Fire Group is a service provider operating exclusively in Germany and specialises in Personnel Services and Training.

As a reliable partner, we support our clients in using and improving their potential. In order to achieve this as effectively as possible, we have set ourselves the goal of exceeding the 5,000 employee mark across the Group by 2026. In that way, we are contributing to increasing the prosperity of society as a whole and promoting a fulfilled working life.

One of the key values of the Amadeus Fire Group is sustainability, not only in relation to ecological topics, but also and in particular to social relations and excellent corporate governance. We therefore commit to ecologically and, in particular, socially responsible corporate governance and expect the same from our suppliers. We also expect that our employees comply with the principles of ecological, social and ethical behaviour and integrate them into our corporate culture. For this reason, we have a general Code of Conduct to fulfil this requirement. In order to keep pace with the ongoing changes in our environment, we strive to continuously optimise our business activities and our services. In line with this, we ask our suppliers to contribute to this by taking a holistic approach.

This Supplier Code of Conduct is based on national laws and regulations such as the German Supply Chain Due Diligence Act (LkSG) and international standards and guidelines such as the

- International Bill of Human Rights,
- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- UN Guiding Principles on Business and Human Rights (UNGP),
- Core Labour Standards
- The United Nations Convention on the Rights of the Child (CRC)

A violation by a supplier could give the Amadeus Fire Group, including its subsidiaries, a reason to terminate the business relationship, including all associated supply contracts.

2. Requirements for suppliers

The Amadeus Fire Group requires that its suppliers understand and recognise the importance of our responsibility for human rights in all business relationships with us. In line with the promotion of an inclusive workforce, this includes respecting human rights in accordance with national laws and international conventions and regulations. For this reason, the supplier is obliged to provide evidence at all that its products and services are manufactured without violating any of the following requirements.

2.1. Social responsibility

2.1.1. Exclusion of forced labour

It is not permitted to use any forced labour, slave labour or any other comparable forms. All labour must be voluntary and without threat of punishment. Employees have the right to quit work or terminate their contract of employment at any time. Furthermore, there is to be no unacceptable treatment of staff, such as psychological hardship, sexual and personal harassment and humiliation. The hiring or use of security forces is prohibited if individuals are treated or injured in an inhumane or degrading manner during their deployment or if freedom of association is affected.

Applicable regulations: Sec. 2 (2) No. 3, 4, 11 LkSG

2.1.2. Prohibition of child labour

Child labour must never be used. Suppliers are requested to comply with the recommendation from the ILO conventions on the minimum age for the employment of children. Accordingly, the age should not be lower than the age at which compulsory education ends according to the law of the place of employment. In any case, not under the age of 15. If children are observed at the workplace, the supplier is required to document the measures to be implemented to remedy the situation and enable the children to attend school. The rights of young employees are to be protected. Individuals under the age of 18 are not permitted to engage in tasks that are harmful to their health, safety or morals. Special protective regulations must be observed.

Applicable regulations: Sec. 2 (1,2) LkSG

2.1.3. Fair remuneration

The remuneration for regular working hours and overtime have to correspond to the national legal minimum wage or the industry minimum standards, depending on which amount is higher. (The payment for overtime must in any case exceed that for regular hours). If the remuneration is not adequate to cover the costs of normal living expenses and to build up a minimum level of reserves, the supplier is obliged to increase the remuneration accordingly. Employees must be granted all legally mandated benefits. The deduction of wages as a sanction is not permitted. The supplier must ensure that employees receive clear, detailed and regular written information on the structure of their remuneration.

Applicable regulation: Sec. 2 (2) No. 8 LkSG

2.1.4. Fair working time

Working hours must comply with applicable laws or industry standards.

Applicable regulations: German Working Time Act

2.1.5. Freedom of association

The right of employees to form and join organisations of their choice, to negotiate collectively and to strike must be respected. In cases where freedom of association and the right to collective bargaining are legally restricted, alternative possibilities for independent and free association of employees for the purpose of collective bargaining must be granted. Employee representatives must be prevented from discrimination. Employees are not to be discriminated on the basis of founding, joining or being a member of this type of organisation. They need to be granted free access to their colleagues' workplaces to ensure that they can exercise their rights in a lawful and peaceful manner.

Applicable regulation: Sec. 2 (2) No. 6 LkSG

2.1.6. Prohibition of discrimination

Discrimination and unequal treatment of employees in any form is not permitted unless it is justified by the requirements of the job. This is applicable, for example, to discrimination based on gender, race, caste, national, ethnic or social origin, skin colour, disability, health status, political conviction, origin, ideology, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual are respected.

Applicable regulation: Sec. 2 (2) No. 7 LkSG

2.1.7. Health protection, safety at the workplace

The supplier is responsible for a safe and healthy working environment. The necessary precautions against accidents and damage to health that may occur in connection with the work are taken by setting up and applying appropriate health and safety systems. Suitable measures are to be taken to prevent excessive physical or mental fatigue. In a further measure, employees are regularly informed and provided with training on applicable health and safety standards and procedures. Employees must have access to sufficient quantities of drinking water and clean sanitary facilities.

Applicable regulation: Sec. 2 (2) No. 5 LkSG

2.1.8. Protection of natural bases of life

The supplier must not, in violation of any legitimate rights, withdraw land, forests or waters whose use secures the subsistence of people. Harmful changes to the soil, water and air pollution, noise emissions and excessive water consumption are prohibited if this damages

the health of people, significantly impairs the natural basis for food production or prevents them from having access to safe drinking water or sanitary facilities.

Applicable regulations: Sec. 2 (2) No. 9 and 10 LkSG

2.1.9. Channels for complaints

In accordance with the German Supply Chain Due Diligence Act, the Amadeus Fire Group has set up a channel for complaints that can be used by both its own employees and external third parties or employees of suppliers. This channel is available on the website at <https://www.amadeus-Fire.de/investor-relations/corporate-governance/hinweisgebersystem/>. The supplier is obliged to inform its employees of this possibility in an appropriate manner. The use of the channel for complaints is subject to confidentiality of identity.

2.2. Ecological responsibility

Recognising that natural resources are limited, protecting the environment is an important aspect of all activities carried out by the Amadeus Fire Group. We therefore expect that our suppliers comply with all applicable environmental laws and regulations.

This includes focusing in our efforts on the environmental impact and sustainability of our products and company locations. Greenhouse gas emissions and waste generated are also kept to a minimum as appropriate by aligning climate protection targets with the Paris Climate Agreement and implementing these accordingly. The Amadeus Fire Group requires that relevant data on environmental and climate protection as well as climate-neutral behaviour are provided upon request.

Where relevant for the business area, suppliers are obliged to comply with their environmental responsibility in the fields listed below:

- Treatment and discharge of industrial wastewater
- Handling air emissions
- Managing waste and hazardous substances
- Reducing the consumption of raw materials and natural resources
- Handling energy consumption/efficiency

In particular, the bans on the export of hazardous waste in the Basel Convention of 22 March 1989, as amended, must be observed. Mercury must be used in accordance with the prohibitions of the Minamata Convention of 10 October 2013 and persistent organic pollutants in accordance with the Stockholm Convention of 23 May 2001, as amended.

2.3. Ethical business behaviour

The Amadeus Fire Group requires that its suppliers comply with the OECD Guidelines for Multinational Enterprises and the BSCI Code of Conduct.

We expect this in specific for the following principles:

2.3.1. Fair competition

The standards of fair business, fair marketing and fair competition must be respected. In general, the applicable antitrust acts must be applied, which prohibit agreements and other activities that influence prices or conditions when interacting with competitors. These regulations also ban agreements between customers and suppliers that restrict their freedom to determine their own prices and other resale conditions.

2.3.2. Confidentiality/data protection

The supplier must fulfil the reasonable expectations of its client, suppliers, customers, consumers and employees with regard to the protection of private information. The Supplier has to comply with the laws on data protection and information security and the official regulations when collecting, storing, processing, transmitting and passing on personal information.

2.3.3. Intellectual property

Intellectual property rights are to be respected; technology and expertise have to be transferred in a manner that ensures that this kind of rights and customer information are protected.

2.3.4. Integrity/bribery

The highest standards of integrity must be applied to all business activities. The supplier is required to implement a zero-tolerance policy against all forms of bribery, corruption, extortion and embezzlement. Procedures for monitoring and enforcing standards must be implemented to ensure compliance with anti-corruption laws. In this context, it is strictly prohibited to offer or accept unauthorised transfers (e.g. bribes, kickbacks) to or from persons in public or private office.

When using external consulting and agency services, care needs to be in place to ensure that remuneration is only granted for services actually rendered and is proportionate to these.

3. The implementation of requirements

With regard to supply chains, the Amadeus Fire Group expects that its suppliers identify risks within these chains and take appropriate measures. If violations are suspected and to safeguard supply chains with increased risks, the supplier shall inform the company in a timely manner and, if necessary, regularly about the violations and risks identified and the measures taken.

Compliance with the standards and regulations listed in this policy is monitored using self-assessment questionnaires on specific topics, which are submitted according to an automatically generated individual risk score. If there are reasonable suspicions, we may conduct an on-site audit to verify compliance with the listed regulations. These audits are conducted during regular business hours with appropriate advance notice. The supplier may reject individual audit measures if this would breach mandatory data protection regulations. The supplier hereby declares its explicit agreement with the procedure described.

If a breach of this Supplier Code of Conduct is detected, the supplier will be notified immediately in written form within one month. A reasonable grace period is set to bring the behaviour into line. If a remedy cannot be provided in the short term, the supplier must inform the Amadeus Fire Group immediately and, together with them, develop a concept with a timetable for ending or minimising the breach.

The Amadeus Fire Group reserves the right to terminate the business relationship with the supplier in case of a culpable breach of these provisions and if no remedy has been achieved after the expiry of a reasonable grace period and no less severe measures are available. This applies even in case measures agreed as part of the defined concept do not provide a solution. To this purpose, the Amadeus Fire Group must threaten cancellation in the event of non-performance when setting the grace period.

This is without prejudice to the right to extraordinary cancellation with no grace period, particularly in the case of very serious violations, as well as the right to compensation.

4. Acknowledgement and consent of the supplier

This Code of Conduct is the basic principle for all future deliveries and services.

The supplier commits to act responsibly and to comply with the listed principles and requirements.

In addition, the supplier is obliged to inform employees, authorised representatives and subcontractors about the content of this Supplier Code of Conduct in a comprehensible manner and to take all necessary precautions for the realisation of the requirements.