



Guideline for responsible procurement and CSR/sustainability requirements for suppliers

Introduction

AIOS Automotive Integrated Overhead Systems GmbH is committed to sustainable, ethically responsible and socially just procurement practices. This policy sets out the binding requirements for all suppliers, subcontractors and business partners. It is based on national and international standards such as the German Supply Chain Duty of Care Act (LkSG), the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights. The aim is to ensure compliance with environmental, social and ethical standards along the entire supply chain.

Scope of application

This guideline applies to all direct and indirect suppliers of the company as well as to their subcontractors and other partners along the supply chain. Compliance with the following requirements is a prerequisite for a business relationship with the company. Suppliers are also requested to implement the principles of this guideline in their own supply chains..

Social Responsibility and human rights

Suppliers undertake to comply with internationally recognised human rights and the ILO core labour standards. These include in particular:

- Prohibition of child labour, forced labour and modern slavery.
- The free choice of workplace in accordance with ILO Convention No. 29.
- Fair wages and social benefits that meet at least the statutory minimum standards.
- Compliance with statutory regulations on working hours, overtime and breaks.
- Ensuring healthy and safe working conditions
- Preventing any discrimination based on gender, ethnicity, caste, skin colour, disability, trade union membership, political opinion, origin, religion, age, pregnancy or sexual orientation and promoting diversity.
- Respect for freedom of association and the right to collective bargaining.

Environmental responsibility

Suppliers are obliged to minimise environmental impact and promote sustainable practices. This includes:

- Compliance with all applicable environmental laws and regulations.



- Reduction of energy consumption, greenhouse gas emissions and waste.
- Sustainable use of water and prevention of environmental pollution.
- Use of environmentally friendly materials and chemical management.
- Promotion of recycling and reutilisation.
- Proof of environmental management systems (e.g. ISO 14001, EMAS).

Ethical business behaviour

All suppliers must comply with the highest ethical standards, in particular:

- Zero tolerance of corruption, bribery, fraud and unfair competition.
- Compliance with anti-corruption and antitrust law.
- Transparency and integrity in all business relationships.
- Confidential handling of sensitive information and data protection.
- No involvement in money laundering or tax evasion.
- Transparency about the origin of raw materials to avoid conflict minerals.

Responsibility in the supply chain

Suppliers are also obliged to ensure compliance with this guideline within their own supply chains. This includes

- Carrying out regular audits of our own suppliers.
- Use of sustainable and conflict-free raw materials.
- Delivery of products and services in accordance with contractually agreed quality and safety criteria
- Compliance with the agreed technical regulations for the goods supplied.
- Implementation of a due diligence process to minimise risk.
- Disclosure of the origin of materials used.

Implementation, monitoring and control

The company works closely with suppliers to achieve improvements in social, environmental and ethical areas. This is achieved through, among other things:

- Joint assessments, training and site visits.
- Self-disclosure, documentation requirements and mandatory audits.



- Regular reporting on key sustainability figures.
- Immediate implementation of corrective measures in the event of violations.

Complaints mechanism

Suppliers must have an internal reporting system that allows employees and external stakeholders to report violations anonymously. Alternatively, reports can be submitted to the company via the following channels:

- E-Mail: complaints-info@aios-group.de

Consequence of non-compliance

Violations of this guideline may have the following consequences:

- Request for immediate rectification of identified deficiencies.
- Provision of support and training.
- Termination of the business relationship in the event of serious or repeated violations.

Final provisions

This policy comes into force with immediate effect and is updated regularly. Changes require the approval of the management.

Ralf Damker

Managing Director

Überherrn, 18.08.2025

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This guideline combines CSR/sustainability requirements for suppliers and the responsible procurement of raw materials