



The bluechip Computer AG Code of Conduct for Suppliers of Goods and Services.

bluechip Computer AG are committed to the principles of ethics, integrity and compliance with the law. The Code of Conduct of bluechip Computer AG contains mandatory standards that are binding for all employees of bluechip Computer AG. In particular, the end customers of bluechip Computer AG, as well as our direct suppliers, can expect that bluechip Computer AG itself complies with the basic values contained in these compliance standards without exception and actively lives them through the bluechip employees.

When selecting its suppliers, bluechip Computer AG attaches the utmost importance to ensuring that these principles - in particular the human rights and environmental standards - are equally accepted by the suppliers and also implemented along the supply chain.

The Code of Conduct of bluechip Computer AG contains the following principles and minimum requirements to which the bluechip suppliers of goods and services also commit themselves with their declaration. The bluechip Supplier Code of Conduct is an integral part of the business relationship between bluechip Computer AG and the supplier. Respecting the principles and minimum requirements is therefore an essential contractual obligation for the supplier.



Principles and Minimum requirements

COMPLIANCE WITH LAWS.

bluechip suppliers will comply with all relevant laws and regulations of the countries in which you operate, and will respect and observe consistent, generally accepted customs.

This includes in particular, but is not limited to, the rules of competition and antitrust law and export or re-export restrictions for products, information, software or information technology to be supplied, the prevention of money laundering as well as international sanctions regulations, but also the internationally applicable human rights relevant to our social standards and the environmental legislation to which the supplier is subject.

PROHIBITION OF CORRUPTION AND BRIBERY AND AVOIDANCE OF CONFLICTS OF INTEREST

We expect our suppliers, without exception, not to tolerate or engage in any form of corruption or bribery.

This includes, in particular, illegal offers of payment, offering and/or accepting economic benefits or similar gratuities to representatives of public bodies with the aim of influencing their decision-making.

Furthermore, bluechip suppliers shall avoid and prevent situations in which the personal or financial interests of your employees may conflict with the interests of bluechip Computer AG.

RESPECT FOR INTERNATIONALLY RECOGNIZED HUMAN RIGHTS; LABOR AND SOCIAL STANDARDS

As a company operating in German-speaking countries, bluechip Computer AG is committed to respecting internationally recognized human rights and labor and social standards.

Therefore, we expect bluechip suppliers of goods and services to also comply with the aforementioned standards in accordance with the legal provisions applicable to the supplier, to respect internationally proclaimed human rights and to comply with all conventions and standards drawn up by the ILO.



In their activities, suppliers will therefore in particular

- Promote equal opportunities and equal treatment of their employees - regardless of their skin color, race, nationality, social origin, any disabilities, sexual orientation, political or religious convictions, or gender or age;
- Respect the personal dignity, privacy and personal rights of each individual;
- Not employ or force anyone to work against their will;
- Not tolerate unacceptable treatment of workers, such as psychological hardship, sexual and personal harassment, or discrimination;
- Not tolerate behavior (including gestures, language, and physical contact) that is sexual, coercive, threatening, abusive, or exploitative;
- Provide reasonable compensation and ensure the applicable national minimum wage under the chosen law or law of the place of employment;
- Comply with the maximum working hours established by law in the respective state;
- Recognize employees' freedom of association and neither favor nor discriminate against members in employee organizations or trade unions;
- Do not employ employees who are not at least 15 years old or who are subject to full-time compulsory schooling, unless there is an exceptional circumstance as defined in the ILO Convention;
- Eliminate child labor in all its forms, especially the worst forms of child labor under ILO Convention 138;
- Not force employees to work or encourage slavery or practices similar to slavery, servitude or other forms of domination or oppression in the workplace, such as extreme economic or sexual exploitation and humiliation;
- Take responsibility for health and safety towards their employees;



- Mitigate risks at the workplace through appropriate occupational safety and ensure the best possible precautionary measures against accidents and occupational illnesses;
- Prevent such harmful environmental effects on soil, air, water, as well as refrain from unlawful coercive actions that may impair or harm the health or livelihood of local people;
- Not use third parties to protect their business who, through their use, violate the prohibition of torture and cruel, inhuman or degrading treatment or pose a threat to life and limb or to freedom of association and trade union.

ENVIRONMENTAL PROTECTION AND SUSTAINABILITY

We assume responsibility for future generations, which is why we act in an environmentally conscious manner and use natural resources sparingly. We try to keep the impact on the environment in the areas of soil, air, water, climate and resource availability as low as possible.

It goes without saying that we therefore expect our suppliers to

- Comply with all applicable legal norms and international standards regarding environmental protection of the countries in which they conduct business activities;
- Promote safe and environmentally sound development, manufacturing, transportation and disposal of their products, as well as efficient use and deployment of environmentally friendly technologies;
- Implement and maintain responsible environmental management to monitor environmental protection;
- Make reasonable efforts to continuously and sustainably improve the environmental performance of the products and services they offer;
- refrain from manufacturing and distributing mercury-containing products in accordance with Article 4 paragraph 1 and Annex A Part I of the Minamata Convention, refrain from using mercury and all mercury compounds in their capacity as manufacturers in accordance with Article 5 paragraph 2 and Annex B Part I of the Minamata Convention, and refrain from treating mercury waste in contravention of the provisions of Article 11 paragraph 3 of the Minamata Convention;



- To refrain from the production and use of the chemicals listed in Art. 3 para. 1 lit. A) and Annex A of the Stockholm Convention on Persistent Organic Pollutants (POP Convention) to the extent that the national law applicable to the supplier regulates this in accordance with the POP Convention;
- Ensure that wastes are handled, collected, transported and stored in an environmentally sound manner and in accordance with applicable legal requirements under Article 6, Paragraph 1d) (i) and (ii) of the POPs Convention;
- In particular, do not handle waste in violation of applicable laws governing the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal.

CONFLICT MINERALS

The trade of IT products, which often require the minerals tin, tantalum, tungsten and gold, which are extracted in politically and socially unstable regions, is accompanied by a responsibility for the supply chain up to the beginning of the value chain. bluechip Computer AG is aware of this responsibility and therefore expects that the procurement of raw materials at the beginning of the supply chain is carried out responsibly and that it does not contribute to human rights violations, corruption, the financing of armed groups or similar negative effects in the conflict regions.

Observance in own business area and passing on in the supply chain

In order to comply with the aforementioned principles and standards, suppliers shall implement suitable measures or a suitable management system that ensures compliance with the principles and standards described above, taking into account not only the conditions in their own business area, but also those in the business area of the parties involved in the supply chain.

Suppliers shall therefore take suitable measures to ensure that the standards and principles formulated here are also complied with in an appropriate manner by their suppliers, contractors and subcontractors throughout the entire value and supply chain, insofar as they are applicable to the services and products provided by the suppliers.

The aim is to continuously improve the associated processes along the supply chain, including at our suppliers' contractors and upstream suppliers.

Applicability, compliance and implementation



bluechip Computer AG reserves the right to verify compliance with the requirements of this Supplier Code of Conduct.

This includes in particular that the supplier during the term of the contract shall

- Provides, at the request of bluechip Computer AG, all means reasonably requested for the determination of compliance with these principles and standards and provides the information necessary in this context;
- Supports the performance of compliance audits by bluechip or representatives authorized by bluechip, which enable the effective assessment of the supplier's compliance with the principles and benchmarks. Measures associated with the audit may include: assessment and on-site inspections, interviews, and discussions with selected employees at the supplier's premises, production sites or other locations where work is performed on behalf of bluechip Computer AG or in connection with products and services purchased by bluechip Computer AG. For this purpose, the supplier shall grant bluechip all necessary information, inspection, access and control rights for the purpose of exercising the audit and inspection rights as required, in order to verify compliance with the Supplier Code of Conduct.
- Ensures that the employees of the supplier, sub-suppliers and subcontractors who come into contact with the concerns of bluechip Computer AG are aware of the requirements of this Supplier Code.

bluechip Computer AG shall give reasonable advance notice of inspections, except in urgent cases requiring special justification, and, when exercising its rights, shall disrupt operational processes as little as possible and take reasonable account of legitimate concerns of the suppliers.

Legal consequences of non-compliance

- The supplier shall inform bluechip Computer AG without delay as soon as he has knowledge or justified indications that he himself or a subcontractor or pre-supplier has violated the principles and standards. Furthermore, the supplier shall inform about the corrective measures taken to restore compliance with the Supplier Code.
- In the event of a (threatened) violation of the formulated principles and standards in its own business area, the supplier is obligated to take appropriate corrective measures without delay, up to and including termination of the violation. If after bluechip Computer AG is

convinced that the supplier will not be able to stop the violation in the foreseeable future, the supplier shall, with the participation of bluechip Computer AG, immediately prepare a



plan to prevent, stop or minimize the violation. The plan shall contain, in particular, concrete measures, interim targets, a time schedule and responsible persons in the supplier's organization. The supplier shall implement the plan of measures without undue delay and provide bluechip Computer AG with all reasonable support to enable bluechip Computer AG to comply with its legal requirements in this context.

- In the event that actual indications arise that a pre-supplier or contractor of the supplier has violated the above-mentioned principles and, in particular, the human rights or environmental obligations formulated therein, the supplier shall support bluechip Computer AG by taking appropriate measures so that bluechip Computer AG can take suitable preventive measures against the perpetrator, such as the implementation of control measures, support in the prevention and avoidance of a risk or the implementation of industry-specific or cross-industry initiatives.
- bluechip Computer AG is entitled to temporarily suspend the business relationship with the supplier during the measures to minimize the risk or to terminate the violation. bluechip Computer AG will not terminate the business relationship with the supplier in case of every violation of this Code of Conduct, provided that there is a will to improve the situation according to an agreed plan. However, if in case of repeated or very serious violations no sufficient improvement of the situation is apparent, bluechip Computer AG reserves the right not to continue the business relationship and to terminate the existing contracts extraordinarily with immediate effect.

Whistleblowing system

In order to uncover grievances at an early stage, business partners, interested parties and other third parties are expressly requested to report violations of this Supplier Code of Conduct as well as risks of a human rights or environmental nature to bluechip. This also applies in particular with regard to violations and risks in the business areas of the supplier's upstream suppliers and contractors.

Our whistleblower system is available for this purpose and enables confidential and secure communication. You can find the contact details for the whistleblower system on our homepage.

Amendments to the Supplier Code of Conduct



bluechip Computer AG operates in a dynamic economic environment and continuously reviews the risks identified in its own business area and in the supply chain as well as the compliance standards derived therefrom with regard to their topicality, relevance and appropriateness.

Therefore, bluechip Computer AG reserves the right to change the requirements of this Supplier Code in case of appropriate changes of the bluechip Compliance Standards and to formulate new or adjusted expectations, principles and standards for the supply chain - as far as this is necessary due to a significantly changed or extended risk situation in the own business area or that of the direct suppliers.

bluechip Computer AG will inform the suppliers about such changes in due time.

Suppliers undertake to comply with the expectations and principles formulated by bluechip Computer AG in the Supplier Code in its current version and to pass them on adequately within the supply chain.





Supplier Declaration of Consent

We hereby declare that

1. we have received a copy of the bluechip Computer AG Code of Conduct for Suppliers of Goods and Services and agree to comply with the principles and minimum requirements it contains, in addition to the terms of our service and supply contracts with bluechip.
2. We understand that this declaration is subject to the substantive law of the Federal Republic of Germany in the exclusion of any legal norms that make reference to other jurisdictions.

Place, Date

Company

Signature

Printed name, Position, Company stamp

This document must be signed by an authorised representative of the supplier and returned to the bluechip Computer AG within 40 business days.

Stand: Juli 2023
