

## Speira Supply Chain Policy Statement

The core rules for our company and our employees are defined in Speira's Code of Conduct and HSE Policy. We have high expectations of our employees, our workplaces, production sites and our partners.

As a global player, Speira has contacts with suppliers in many countries all over the world. Agreements with suppliers can represent a risk for Speira when violations against human rights appear or Speira is used to structure illegal payments or other economic crimes. Even if services rendered by suppliers are completely legal, the improper engagement of a supplier can give rise to initial suspicion by the authorities with respect to a criminal case and the initiation of a criminal investigation.

Therefore, Speira has set high standards for our suppliers not only regarding quality, but also regarding aspects such as human rights, bribery, and environmental management. Please continue reading below to learn more about the due diligence checks we carry out on our suppliers to improve transparency throughout our supply chain.

In our [Supplier Code of Conduct \(SCoC\)](#), as well as in our [General Terms of Purchase](#), which all suppliers need to accept to do business with Speira, we make a clear statement that we only do business with fair and transparent partners that have the same working attitude and respect of human rights. Additionally, you can learn more about our policy on human rights [here](#).

Thereby we fight non-compliance topics like corruption, bribery, money laundering or forced labor and many more aspects that are absolute no-goes when it comes to cooperation with Speira. We also request our suppliers to forward these requirements throughout their respective supply chains.

To comply with local & global legislation, quality standards in our business and Speiras' own standards, our procurement team has established a Risk Management system that is regularly monitoring all suppliers and business partners. We regularly review our supplier portfolio using external IT Compliance Tools and a country rating system that rates human rights risks in the areas where our suppliers operate. Moreover, we carry out supplier audits on a regular basis to learn firsthand about compliance with local regulations. Any necessary actions to mitigate non-compliances are then followed up together with the supplier in question.

In addition, we challenge our suppliers on their environmental performance, as we continually assess the environmental risk of the suppliers' operations, considering areas such as reduction of CO2 emissions and the implementation of state-of-the-art environmental management practices (and technology) to lower the overall impact on the local environment.

Speira has also established the corporate alert line "Speira Speak Up". This system allows internal and external stakeholders to contact Speira with any questions or concerns they may have regarding our approach to human rights issues and our supply chain operations in

general. All stakeholders are encouraged to use this anonymous alert line to contact Speira directly. To contact us using the Speira Speak Up alert line, please click the following [link](#).

Once the request for information has been submitted, each user will receive a unique code which can be used to follow up on the respective request. Each request for information will be sent to Speira's Sustainability & Procurement representatives for review and processing. A representative from Speira will respond to each individual request for information to address any potential concerns.