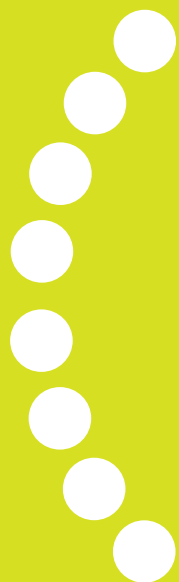


Supplier Code of Conduct

Our values
and our joint
responsibility
in society,
as a business partner
and in the workplace



FETTE
COMPACTING



Introduction

We are a leading process partner for industrial tablet manufacturing in the pharmaceutical, nutrition, and chemical industries. As a globally active, family-owned company, we are aware of our responsibilities throughout the global supply and value chain and actively fulfill these responsibilities.

This Supplier Code of Conduct applies to the Fette Compacting Group and outlines our expectations of suppliers, service providers, subcontractors, and other business partners who provide goods or services to companies within the Fette Compacting Group.

We are committed to respecting social standards and human rights, adhering to environmental standards, transitioning toward a climate-friendly and sustainable business model, and combating all forms of corruption. We set goals for continuous improvement in the areas of Environment, Social, and Governance (“ESG”), thereby ensuring transparency in our actions.

It is our aim to work with suppliers and business partners (“Suppliers”) who share our high standards regarding human rights, environmental standards, climate-friendly and sustainable business practices, anti-corruption, and fair competition.

Principles of the Supplier Code of Conduct

Our Supplier Code of Conduct forms the basis of our business relationships and is therefore a binding part of our collaboration.

The “OECD Guidelines for Responsible Business Conduct” form the basis for due diligence obligations in the supply chain. To verify compliance with the standards set forth in this Supplier Code of Conduct, we apply a risk-based approach, which may include self-assessment questionnaires for our suppliers or other due diligence measures.

We expect our suppliers to act in accordance with the principles of the Supplier Code of Conduct, to communicate these principles appropriately to their own suppliers and business partners, and to take reasonable measures to ensure compliance with these standards throughout their supply chain.



Our Supplier Code of Conduct is based on internationally recognized standards and principles, such as the ten principles of the United Nations Global Compact and the relevant international conventions, in particular the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) declarations on fundamental principles and rights at work, the Convention on the Rights of the Child, the international conventions on climate and nature conservation, the United Nations Convention against Corruption, the Supply Chain Due Diligence Act, and recognized management standards such as ISO 50001 and ISO 14001.

Compliance with all applicable laws and regulations of the countries in which we operate is a matter of due course for us. We expect the same from our suppliers. If national or local legislation deviates from the requirements of this Supplier Code of Conduct, the more stringent regulation must always be followed.

Social Standards and Human Rights

We are aware of our responsibility to respect human rights and social standards within our own business operations as well as throughout our supply chain, and we actively fulfill this responsibility.

We expect our suppliers to comply with all applicable national and international human rights and social standards. We therefore expect the following, in particular, from our suppliers:

Discrimination, Diversity, and Equal Treatment

Equal opportunity, diversity, and equal treatment are cornerstones of our social responsibility. Our suppliers must foster a work environment characterized by respect, fairness, and mutual appreciation.

Any form of discrimination, disadvantage, or harassment based on gender, age, ethnic or social origin, nationality, skin color, religion or belief, disability, marital status, sexual orientation, gender identity, political opinion, union membership, or other personal characteristics is prohibited.

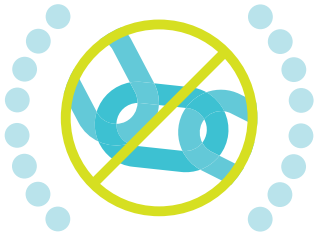


Forced Labor

We strictly reject any form of forced labor, modern slavery, human trafficking, and involuntary labor. No one may be employed against their will or forced to work.

Suppliers must ensure that employment relationships are entered into voluntarily and can be terminated at any time in compliance with applicable statutory notice periods.

The performance of work must always be consistent with internationally recognized labor and social standards.



Child labor

We reject all forms of child labor. We expect our suppliers to ensure that the minimum age for employment, in accordance with ILO Convention No. 138, is not lower than the age at which compulsory schooling ends and, under no circumstances, lower than 16 years of age.

Suppliers must ensure that persons under the age of 18 do not perform work that is classified as hazardous, unsafe, or harmful to health, or that could impair their physical, mental, or social development.



Working Hours and Employment Contracts

We expect our suppliers to provide their employees with written employment contracts.

Working hours, rest periods, and overtime must comply with applicable legal regulations, collective bargaining agreements, or collective agreements. Overtime should be voluntary and must not be regularly required to an unreasonable extent.

Employees must be granted at least one reasonable, regular rest period as part of each work shift.



Fair remuneration

Our suppliers should pay their employees fair and living wages that cover reasonable living expenses and meet at least the applicable legal minimum requirements.

Our suppliers must ensure that all employees have access to at least the legally mandated social benefits, including health insurance, paid leave, and pension benefits, where applicable.

Our suppliers must take the necessary measures to promote the goal of fair and living wages within their supply chain as well.

Freedom of Association

We require our suppliers to comply with and respect the applicable rights of employees regarding freedom of association, unionization, and collective bargaining.

Employees may join or form employee representative bodies or trade unions of their choice. Membership in such an association must not result in employees being subjected to discrimination, reprisals, retaliation, harassment, or intimidation.



Occupational Safety and Health

The health and safety of employees in the workplace are of the utmost importance.

We expect our suppliers to create a safe, hygienic, and healthy work environment and to implement appropriate measures to prevent workplace accidents, health hazards, and work-related illnesses.

This includes, in particular, appropriate safety and protective measures, regular safety briefings and training, safe work equipment and processes, suitable personal protective equipment, access to clean drinking water and sanitary facilities, adequate lighting, ventilation, and heating systems, as well as appropriate emergency and evacuation procedures.

Employees have the right to point out potential hazards and to remove themselves from dangerous situations in the event of immediate and significant risks without fear of reprisal.



Product Safety and Quality

Our suppliers commit to providing high-quality, safe, and legally compliant products and services that meet the agreed-upon requirements as well as all applicable legal, regulatory, and safety-related standards.

Our suppliers must implement and maintain appropriate quality management processes and control measures to ensure the quality, safety, reliability, and compliance of their products, materials, and services. To the extent that it is appropriate and proportionate, we expect our suppliers to apply recognized quality management standards (e.g., ISO 9001).

Products and services must comply with applicable safety, labeling, documentation, and information requirements. Relevant safety- and quality-related information must be provided transparently.



Our suppliers agree to notify us immediately of any significant quality, safety, or compliance-related incidents, deviations, or changes to products, materials, processes, or locations, provided these may affect the business relationship or the products and services supplied.

Disciplinary Measures and Respectful Treatment

All people must always be treated with dignity and respect.

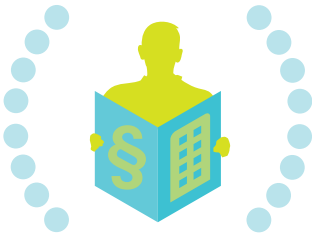
We prohibit all forms of harassment, the infliction of physical or psychological harm, abuse, and intimidation.

We only tolerate disciplinary measures that are consistent with national laws and internationally recognized human rights standards.



Complaint Mechanisms and Whistleblower Protection

We expect our suppliers to provide their employees and business partners with access to confidential and effective complaint and whistleblower systems in accordance with applicable legal requirements.



Whistleblowers must be protected from discrimination, intimidation, or retaliation. Reports and complaints should be treated confidentially and—to the extent permitted by law—may also be submitted anonymously.

Complaints and reports regarding this Supplier Code of Conduct should be addressed immediately and—when relevant—forwarded to us.

Environmental Standards

Environmental Management

Our suppliers commit to systematically managing, and continuously improving, anything and everything having an impact on the environment.

Our suppliers should have an appropriate environmental management system in place that is capable of identifying, assessing, and reducing environmental impacts, resource consumption, and climate- and environment-related risks.

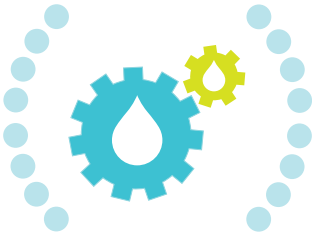
We expect our suppliers—to the extent that it is appropriate and proportionate—to implement and maintain a certified environmental management system in accordance with recognized international standards (e.g., ISO 14001 or EMAS).

If a supplier does not have a certified environmental management system, a responsible person entrusted with the implementation of environmental objectives and programs must be designated to us.

Our suppliers should take appropriate measures to:

- › improve energy and resource efficiency
- › reduce energy, water, and material consumption
- › prevent environmental pollution
- › reduce waste
- › promote reuse and recycling
- › protect water resources
- › safeguard biodiversity and ecosystems

We expect—to the extent that it is appropriate and proportionate—that our suppliers record, monitor, document, and transparently provide, upon request, relevant environmental metrics, targets, measures, and progress.





Emissions, Waste, Contaminants, and Chemicals

Our suppliers commit to the responsible, safe, and efficient management of resources, emissions, waste, chemicals, and other hazardous substances at all stages of the value chain and throughout the product life cycle.

Our suppliers must comply with all applicable legal and regulatory requirements regarding emissions to air, soil, and water; waste management; wastewater treatment; chemical management; and the handling of hazardous substances.



We expect our suppliers to implement appropriate systems and processes to ensure the safe labeling, handling, storage, transportation, reuse, recycling, and disposal of substances, materials, and waste.

Our suppliers shall take appropriate and effective measures to continuously reduce resource consumption, prevent waste, promote reuse and recycling, and continuously reduce environmental impacts throughout their processes. Where technically and economically feasible, circular economy approaches shall be considered.



Mercury, Persistent Organic Pollutants, and Hazardous Substances

Our suppliers undertake to comply with all applicable legal and international requirements relating to mercury and other hazardous substances. Our suppliers undertake to comply with the Stockholm Convention on Persistent Organic Pollutants (POP Convention). Persistent organic pollutants must not be produced, used, stored, transported, released, or disposed of in an unauthorized manner. Our suppliers shall implement appropriate measures to minimize risks posed by hazardous, persistent, bioaccumulative, or environmentally critical substances and—to the extent technically and economically feasible—gradually reduce their use or replace them with less hazardous alternatives.

Our suppliers must not manufacture, import, export, or use any products that violate the requirements of the Minamata Convention on Mercury. The use of mercury and mercury compounds in manufacturing processes is permitted only within the framework of applicable legal requirements.

Where relevant, our suppliers should evaluate and implement measures to reduce substances of very high concern (SVHCs) as well as per- and polyfluoroalkyl substances (PFAS).

Our suppliers must comply with the provisions of the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal. Transboundary movements of hazardous waste may only take place in accordance with applicable legal requirements and only if environmentally sound treatment is ensured.

Our suppliers must ensure that emissions, wastewater, and solid or liquid waste that may harm people or the environment are appropriately recorded, monitored, controlled, treated, and documented prior to their release, discharge, or disposal. Unintended releases, leaks, and fugitive emissions must be prevented or minimized through appropriate preventive, control, and emergency measures.

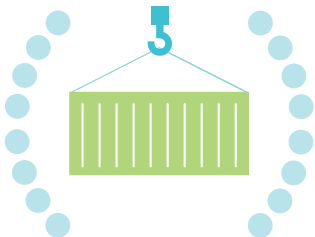
Our suppliers must comply, in particular, with the requirements of the EU REACH Regulation (EC No. 1907/2006), the RoHS Directive, and all other applicable regulations governing substances, products, and the environment. This also includes all relevant registration, reporting, information, and declaration requirements for the goods and services supplied to us. Chinese suppliers are not bound by such mandatory rules but are encouraged to achieve the same compliance level.

Conflict Minerals and Responsible Raw Material Sourcing

Our suppliers commit to responsible and risk-based sourcing of raw materials and minerals. Our suppliers comply with all applicable legal requirements related to conflict minerals and responsible raw material sourcing, in particular:

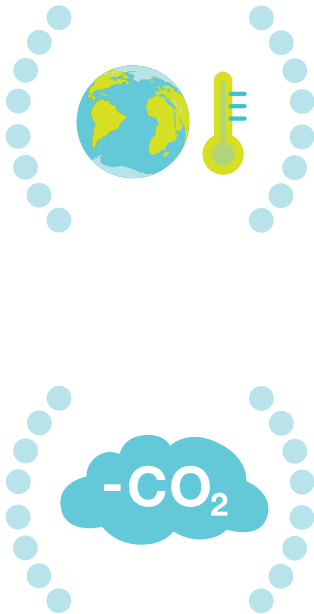
- the Dodd-Frank Act (Section 1502),
- the EU Conflict Minerals Regulation (EU) 2017/821,
- the Chinese Due Diligence Guidelines for Mineral Supply Chain (Second Edition),
- as well as other relevant national and international requirements.

When sourcing tin, tungsten, tantalum, gold, cobalt, and other critical raw materials from conflict-affected and high-risk areas, suppliers must implement and maintain appropriate due diligence processes in accordance with the OECD Guidelines for Fulfilling Due Diligence Responsibilities to Promote Responsible Supply Chains for Minerals from Conflict-Affected and High-Risk Areas.



In particular, our suppliers commit to:

- › identify and assess risks in their supply chain
- › promote transparency and traceability throughout the supply chain
- › avoid financing armed groups and practices that violate human rights
- › implement appropriate measures to minimize risks
- › provide relevant information and evidence upon request



Climate Protection
We expect our suppliers to systematically track, monitor, document, and continuously reduce their greenhouse gas emissions.

Our suppliers should align their climate strategies with the Paris Agreement and the goal of limiting global warming to 1.5°C. Our suppliers are encouraged to set science-based climate targets (Science Based Targets initiative, SBTi) or to take appropriate steps toward defining such targets.

In addition, suppliers should implement appropriate measures for the long-term transformation and decarbonization of their business activities to continuously reduce emissions from their processes, products, and supply chains. The avoidance and reduction of greenhouse gas emissions should be prioritized. Offset measures should only be used as a supplement if emissions cannot be reduced or avoided for technical or economic reasons.

We expect our suppliers to define, document, regularly review, and implement measurable climate and CO₂ reduction targets for Scope 1, Scope 2, and—where relevant—Scope 3 emissions.

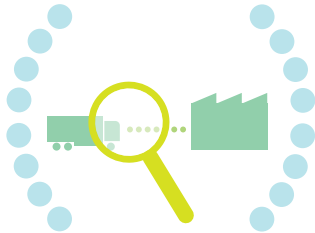
Our suppliers should implement appropriate measures to improve energy efficiency and—where possible and economically feasible—to utilize renewable energy.

Our suppliers commit to transparently providing relevant product- and company-related emissions and sustainability data upon request. This includes, in particular:

- › Product Carbon Footprints (PCFs)
- › Life Cycle Assessments (LCAs)
- › Environmental Product Declarations (EPDs)
- › other climate-related sustainability data

The information provided should be verifiable, consistent, and based on recognized methods and standards (e.g., the GHG Protocol), and should be updated regularly.

To the extent that it is appropriate and proportionate, we expect our suppliers to be willing to participate in sustainability or climate assessments (e.g., EcoVadis or similar assessments) and to engage in ongoing collaboration to reduce emissions throughout the supply chain. Our suppliers shall offer us more climate-friendly products and processes as soon as they become available, and proactively inform us about new climate-friendly products and services that will be available in the future. Throughout our business relationship ongoing discussions about reducing emissions should be held to promote a more climate-friendly supply chain.



Ethical Business Conduct

Integrity, honesty, and fairness guide our actions. We expect our suppliers to uphold the highest standards of integrity, act responsibly, and treat business partners, employees, and other stakeholders fairly and with respect.

Our suppliers commit to acting in accordance with applicable laws, international agreements, and industry-specific regulations.

Compliance Management System

Our suppliers must ensure that they have an appropriate and effective compliance management system in place, designed in particular to prevent corruption, antitrust violations, money laundering, fraud, and other economic crimes, and to support compliant behavior by their employees.

The compliance management system should be based on an appropriate risk assessment and continuously developed with regard to measures, structures, and processes.



Anti-Corruption and Prevention of Money Laundering Activities

We do not tolerate any form of corruption, bribery, fraud, embezzlement, or other economic crimes.

Our suppliers and their employees may not, either directly or indirectly, offer, promise, grant, or accept improper benefits in order to improperly influence business decisions or official actions, or to gain personal advantages.

Our suppliers commit to complying with all applicable legal requirements for the prevention of money laundering and terrorist financing and do not participate, either directly or indirectly, in such activities.





Antitrust and Competition Law

Our suppliers must comply with all applicable antitrust and competition laws and refrain from any conduct that could lead to an improper restriction or distortion of fair competition.

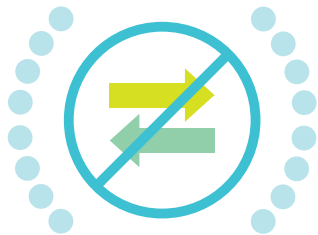
This includes, in particular, anti-competitive agreements regarding prices, markets, customers, offers, or other practices that restrict competition.

Avoidance of Conflicts of Interest

Our suppliers base business decisions exclusively on factual and objective criteria.

Conflicts of interest with private, financial, or other personal interests must be avoided. Even the appearance of a conflict of interest should be avoided.

Any actual or potential conflicts of interest arising in connection with the business relationship with us must be disclosed immediately and handled appropriately.



Customs and Foreign Trade Law

Our suppliers comply with all applicable national and international regulations regarding customs, foreign trade, export control, sanctions, and embargo law.

In particular, they undertake to observe and comply with the applicable restrictions and prohibitions in connection with the trade of goods, technologies, and services, as well as with certain countries, organizations, or individuals.



Information Security, Confidentiality, Cybersecurity, and Data Protection

We expect our suppliers to have appropriate data protection, information security, and cybersecurity systems in place to effectively protect confidential information, personal data, and business-critical systems from unauthorized access, loss, manipulation, or disclosure.

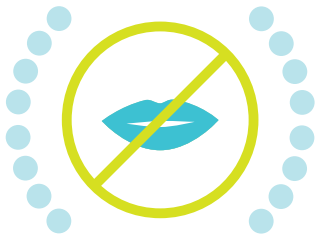
Our suppliers undertake to implement and maintain appropriate state-of-the-art technical and organizational measures to ensure the confidentiality, integrity, and availability of information and IT systems. This includes, in particular, measures to protect against cyberattacks, malware, and other IT security incidents.



Personal data and confidential information may be processed exclusively within the scope of applicable legal requirements and only for legitimate business purposes.

Our suppliers must immediately report any serious data protection or information security incidents that could impact our business relationship.

When using digital technologies and applications, particularly artificial intelligence (AI), we expect responsible use in compliance with applicable legal, data protection, and ethical requirements.



Protection of Intellectual Property and Confidential Information

We expect our suppliers to protect and respect intellectual property, trade secrets, and confidential information.

Copyrights, trademarks, patents, designs, and other industrial property rights may be used exclusively within the framework of applicable legal and contractual provisions.

The use, processing, storage, or disclosure of confidential information, data, and know-how may only take place for legitimate business purposes and in compliance with the respective property and intellectual property rights.

Communication and Collaboration

We are committed to long-term, partnership-based business relationships with our suppliers.

Our suppliers are required to immediately report any violations or suspected violations of the requirements described in this Code of Conduct. Reports may be submitted—anon-ymously, where permitted by law—via our whistleblower platform at <https://www.lmt-group.com/de/compliance-hotline/>.

We guarantee the confidential handling of all reports and protect whistleblowers from discrimination or retaliation.

If, in our assessment, there has been a violation of this Code of Conduct, we expect transparent and solution-oriented cooperation to implement appropriate preventive, corrective, and remedial measures.



If necessary, such measures can be jointly documented in an action or improvement plan.

Our suppliers are required to regularly review and document the effectiveness of the implemented preventive, corrective, and remedial measures.

In the event of serious violations, we reserve the right to take contractual action, up to and including termination of the business relationship.

Review and Audit Rights



We reserve the right to appropriately review compliance with this Code of Conduct as well as potential risks related to human rights, environmental, climate, and compliance issues.

The nature, scope, and frequency of such assessments and measures may depend on the nature, scope, and risk profile of the respective business relationship.

The review may be conducted in particular through:

- › self-disclosures
- › supplier evaluations
- › risk analyses
- › document reviews
- › sustainability assessments
- › monitoring measures
- › on-site visits
- › audits

To the extent permitted by law and deemed appropriate, inspections may be conducted by us or by qualified third parties commissioned by us.



On-site inspections and audits are generally conducted following reasonable prior notice and with due regard for the supplier's legitimate interests, particularly with respect to confidentiality and operational processes.

Our suppliers undertake to provide, upon reasonable request, information, documents, and evidence necessary to verify compliance with this Code of Conduct as well as legal due diligence, compliance, and reporting obligations. The information provided should be traceable, up-to-date, complete, and suitable for enabling transparent assessment, documentation, and reporting.

To the extent permitted by law, we reserve the right to request additional information, appropriate evidence, and supporting documentation that enables verification of the proper implementation of this Code of Conduct. If deviations or violations are identified during audits, we expect the establishment and implementation of appropriate corrective and improvement measures within a reasonable timeframe.

If necessary, such measures must be recorded in a joint action or improvement plan, and their implementation must be documented in a traceable manner.



Publishing information

Publisher:

Fette Compacting GmbH

Grabauer Str. 24

21493 Schwarzenbek, Deutschland

Telefon: +49 4151 12-0

© Fette Compacting GmbH, 2026;

All rights reserved.

All rights to all texts, images, and graphics are held by Fette Compacting GmbH.

Responsible in terms of press law:

Volker Reinsch

Editing and realization:

Dr. Katharina Grüter, Sabrina Reinsch

Design:

Braun Engels Gestaltung GmbH