

Business Partner Code of Conduct

Teijin Carbon Europe GmbH



Our Commitment

At Teijin Carbon Europe GmbH, responsible business conduct, integrity, and sustainability form the foundation of our success. We believe that long-term partnerships are built on shared values. Therefore, we expect our business partners to uphold the same high standards that we apply to ourselves. This Code of Conduct defines the minimum requirements for responsible and sustainable business relationships.



Purpose and Scope

This Code of Conduct applies to all business relationships of Teijin Carbon Europe GmbH. It forms an integral part of our cooperation with customers, suppliers, and other business partners. Our business partners commit to complying with the requirements set out in this document and to implement them within their own organizations and throughout their supply chains.



1. Legal Compliance

Our business partners shall comply with all applicable laws, regulations, governmental requirements, and relevant industry standards.



2. Human Rights and Labour Conditions

We expect our business partners to respect internationally recognized human rights and to operate in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the core labour standards of the International Labour Organization (ILO).

- Prohibition of child labour and forced labour
- Rejection of any form of discrimination
- Fair working conditions and appropriate compensation
- Compliance with applicable working-time regulations
- Respect for freedom of association
- Prevention of modern slavery, human trafficking and all forms of exploitation



3. Health and Safety

Providing a safe and healthy working environment is a top priority. Our business partners shall ensure:

- Safe working conditions and equipment
- Appropriate risk prevention and mitigation measures
- Employee training and awareness
- Emergency preparedness and clear responsibilities
- Continuous improvement of occupational health and safety performance

Alignment with international standards such as ISO 45001 is recommended.



4. Environment and Sustainability

We expect our business partners to operate in an environmentally responsible and sustainable manner. This includes:

- Compliance with all environmental regulations
- Resource efficiency and energy conservation
- Reduction of emissions
- Safe and responsible handling of chemicals
- Environmentally sound management of waste and wastewater
- Reduction of greenhouse gas emissions
- Support of climate protection initiatives
- Consideration of environmental impacts across the value chain
- Protection of biodiversity and natural resources
- Continuous improvement of environmental and sustainability performance

Alignment with international standards such as ISO 14001 is recommended.



5. Integrity and Anti-Corruption

We are committed to integrity and fair business conduct. Our business partners shall:

- Maintain zero tolerance for corruption and bribery
- Prevent fraud and unethical business practices
- Comply with the principles of fair competition
- Prevent money laundering and terrorist financing
- Identification and management of conflicts of interest
- Compliance with applicable antitrust and competition laws



6. Data Protection and Confidentiality

Protecting information is essential to our business. Our business partners shall ensure:

- Protection of confidential business information
- Lawful processing of personal data
- Appropriate technical and organizational security measures



7. Export Control and Sanctions

Our business partners shall comply with all applicable export control laws as well as sanctions and embargo regulations.



8. Business Continuity

Our business partners shall implement appropriate measures to maintain business operations during crises or disruptions. This includes:

- Emergency response plans
- Recovery strategies
- Risk assessments



9. Supply Chain Responsibility

Our business partners shall communicate the principles set out in this Code of Conduct to their suppliers and subcontractors and monitor compliance accordingly.

Business partners shall implement appropriate due diligence processes to identify, assess, prevent and mitigate risks relating to human rights, environmental protection and business ethics within their supply chains.

Upon reasonable request, business partners shall provide relevant information demonstrating compliance with this Code of Conduct and support appropriate assessments or audits.



Business Partner Declaration

By signing below, we confirm that we have received, read, and understood the Teijin Carbon Europe GmbH Business Partner Code of Conduct. We commit to:

- Complying with the requirements set out in this Code
- Implementing them within our organization
- Communicating them throughout our supply chain
- Reporting violations

Company

Name

Position

Date

Signature



10. Responsible Sourcing and Conflict Minerals

Our business partners shall maintain responsible sourcing practices and ensure that no conflict minerals are used that directly or indirectly contribute to armed conflict or human rights abuses.



11. Reporting of Violations

Violations of this Code of Conduct must be reported without delay. Whistleblowers shall be protected, and reports may be submitted confidentially.

Reports may be submitted through Teijin Carbon Europe's established reporting channels:
compliance@teijincarbon.com



12. Consequences of Non-Compliance

Violations of this Code of Conduct may result in actions including:

- Termination of the business relationship
- Claims for damages
- Legal action where applicable