

Egger Supplier Code of Conduct

As of 01/05/2022

EGGER is a sustainable family business with clear values that acts on a global level. We act with future generations in mind and assume ecological, economic and social responsibility. Long-term relations based on partnership with customers and suppliers are important to us.

EGGER has joined the UN Global Compact¹ and is committed to the 17 Sustainable Development Goals of the United Nations². Therefore, we expect our suppliers to comply throughout the supply chain with the applicable laws and the following provisions:

1. Respect for human rights

EGGER expects its suppliers to support and respect the protection of international human rights. If suppliers identify the risk to be complicit in human rights abuses through their business activities, they shall take corresponding countermeasures.

2. Dealing with child labour and forced labour

Suppliers shall neither allow nor benefit from child labour and/or forced labour. Compliance with specific national laws is mandatory.

3. Freedom of association and the right to collective bargaining

Suppliers shall neither prevent nor deny employees to join a union or another organisation or to establish such an organisation. Moreover, the effective recognition of the right to collective bargaining shall be upheld.

4. Behaviour towards employees and terms of employment

Suppliers shall grant applicable employees' rights and comply especially with the applicable laws, agreements and industry standards regarding working hours and remuneration of their employees. Discrimination in employment and occupation as well as harassment, abuse or blackmail at the workplace shall not be tolerated.

5. Health protection and work safety

Suppliers shall comply with applicable laws with respect to health protection and work safety and ensure an appropriate work safety management. Risks shall be detected and evaluated. Corresponding protective measures shall be taken. EGGER expects suppliers to make sure that their employees contribute to their own health and the health of their working environment.

6. Business conduct

EGGER does not tolerate any form of corruption or fraud. EGGER expects its suppliers to behave in a fair manner and with integrity in competition. EGGER particularly expects its suppliers to observe antitrust and competition laws, not to tolerate corruption and not to be involved in any money laundering activities.

¹ Further information, especially on the 10 principles, is available at www.unglobalcompact.org

² Further information, especially on the 17 goals, is available at unric.org/en/united-nations-sustainable-development-goals

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7. Environmental protection

EGGER expects its suppliers to comply with applicable environmental laws, regulations, and standards, to maintain an appropriate environmental management system and to ensure an efficient use of raw materials. Moreover, EGGER expects its suppliers to follow a precautionary approach when it comes to environmental problems, to take initiatives to promote greater environmental responsibility and to foster the development and diffusion of environmentally friendly technologies. Harmful impacts on the climate as well as air, soil and water pollution shall be minimised. All applicable local laws and regulations related to hazardous materials, chemicals and substances shall be complied with. Suppliers shall comply with material restrictions and product safety requirements required by laws and regulations.

8. Ombuds office

In order to detect and prevent unethical and illegal behaviour, EGGER has established an ombuds office. An external and thus neutral lawyer will work there as ombudsman. In case of suspicion or indication of misconduct, suppliers of EGGER may contact this ombuds office. Further information on the ombuds office as well as the contact details can be found on the EGGER website www.egger.com under “Compliance”.

9. Supplier audit and implementation

EGGER is entitled to verify the suppliers' compliance with this EGGER Supplier Code of Conduct by audits. Any significant violation of the provisions and requirements mentioned in this Supplier Code of Conduct shall be considered a significant impairment of the contractual relationship. In cases of suspected violation of the Supplier Code of Conduct, EGGER reserves the right to demand further information about the respective issue. In addition, EGGER shall be entitled to extraordinarily terminate single or all contractual relationships with suppliers who demonstrably do not comply with the EGGER Supplier Code of Conduct.

10. Publication and changes

In case of differences between the legal requirements and the present EGGER Supplier Code of Conduct or between the supplier's Code of Conduct and the present EGGER Supplier Code of Conduct, the supplier has to comply with the stricter regulation.

The EGGER Supplier Code of Conduct is available for download on the EGGER website. EGGER reserves the right to adapt it from time to time to legal or regulatory requirements.

Acknowledged and accepted as binding:

Place, Date

Signature

Company name and address

Name and job title of the signatory