



REQUIREMENTS FOR OUR SUPPLIERS

SUPPLIER **CODE**

What we expect from everyone who supplies us or works on our behalf: human rights, environment, integrity and quality.

ISSUED BY

SKATEchnologie GmbH

STATUS

Version 1.0 · approved 25.09.2026

VALID FROM

01.09.2026

Why we have this code

We keep our customers' production running. Much of what we deliver consists of components, material and services from our suppliers. Our customers ask where these come from and under what conditions they were made. That is why we expect our suppliers to follow the same principles we set for ourselves in our code of conduct.

Scope

The code applies to all companies that supply goods or services to SKA, including subcontractors and freelancers who work at customer sites on our behalf. It forms part of our purchase orders and framework agreements.

Foundations

The code is based on the ten principles of the UN Global Compact, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the core labour standards of the International Labour Organization (ILO). Applicable law always applies; where this code is stricter, the code applies.

01 HUMAN AND LABOUR RIGHTS

What we expect

1.1 No child labour

No employment below the legal minimum age, at least as defined in ILO Convention 138. Young people under 18 do no hazardous work and no night work (ILO Convention 182).

1.2 No forced labour, no human trafficking

Work is voluntary. No retained identity documents, no deposits, no recruitment fees charged to workers. Workers can resign with reasonable notice.

1.3 **Equal treatment**

No discrimination based on origin, colour, gender, sexual identity, religion, disability, age, pregnancy, political opinion or union membership. No harassment, no physical or mental abuse.

1.4 **Freedom of association**

Workers may form and join trade unions and bargain collectively without fear of reprisal.

1.5 **Wages and working hours**

At least the statutory or collectively agreed minimum wage, paid on time, with clear pay slips. Working hours and rest periods in line with applicable law; overtime is voluntary and paid or compensated.

1.6 **Occupational safety and health**

A safe, healthy workplace with risk assessment, briefings and free protective equipment. Anyone working at customer sites on our behalf also follows the customer's safety rules and our job instructions, in particular isolating and securing equipment.

1.7 **Grievances**

Workers have a way to raise grievances without fear of reprisal. Our own reporting channel is open to them as well (chapter 06).

02 **ENVIRONMENT AND CLIMATE**

What we expect

2.1 **Environmental law and management**

Compliance with all environmental laws and permits. We welcome an environmental management system, for example to ISO 14001 or EMAS.

2.2 **Energy and greenhouse gases**

Efficient use of energy, recording of own emissions and targets for reducing them. On request, suppliers provide carbon data on their products or services so that we and our customers can account for them.

2.3 **Substances in products**

Compliance with substance regulations, in particular REACH and RoHS. Suppliers inform us unprompted of substances of very high concern (SVHC) in articles; safety data sheets are supplied.

2.4 **Waste, water, air**

Avoid, separate and properly dispose of waste; keep emissions to water, air and soil as low as possible. Packaging kept to a minimum and reusable or recyclable where possible.

2.5 **Minerals from conflict areas**

Due diligence for tin, tantalum, tungsten and gold under EU Regulation 2017/821 and the OECD guidance. On request, suppliers disclose the origin, for example with the Conflict Minerals Reporting Template.

03 **INTEGRITY**

What we expect

3.1 **No corruption**

No bribery, no advantages to influence decisions. Gifts and hospitality to SKA employees only within customary courtesies; our employees may not accept anything else.

3.2 **Fair competition and conflicts of interest**

No price fixing and no abuse of market power. Suppliers disclose personal or financial ties to SKA employees.

3.3 Export control, sanctions, origin

Compliance with the export control and sanctions rules of the EU and of other states where applicable. No deliveries that breach sanctions and no goods whose import into the EU is prohibited. For iron and steel products, suppliers prove on request that no input material comes from sanctioned countries. Export control classification numbers and origin information accompany the deliveries.

3.4 Data and information security

Confidential information of SKA and our customers stays confidential and is used only for the order. Personal data in line with the GDPR. Appropriate information security; suppliers report security incidents that may affect us without delay.

3.5 Intellectual property and genuine parts

Third-party rights are respected. We receive only genuine parts or expressly agreed equivalents with traceable origin, never counterfeits.

04 QUALITY AND SUPPLY CHAIN

What we expect

4.1 Quality and product safety

Deliveries meet the agreed specifications and the applicable safety rules, with the required declarations of conformity, certificates and documentation.

4.2 Passing it on along the supply chain

Suppliers commit their own suppliers and subcontractors to comparable principles and check compliance based on risk.

05 IMPLEMENTATION

How we work together

- 01 **Confirmation:** suppliers confirm the code in writing (annex) or provide their own equivalent code.
- 02 **Self-assessment:** on request, suppliers answer a short sustainability questionnaire and share existing evidence, such as certificates, a sustainability report or an EcoVadis rating. The questionnaire is the supplier sustainability self-assessment (QM-FO-02); suppliers receive it from our purchasing team, and it will also be published in the Trust Center on ska-technologie.de.
- 03 **Review:** after notice and during normal business hours, we or appointed third parties may check compliance, limited to the information needed and protecting trade secrets.
- 04 **Improvement:** where we find deviations, we agree actions with deadlines and help where we can.
- 05 **Last resort:** in case of serious breaches or if actions are not taken, we may suspend or end the business relationship.

06 REPORTING CONCERNS

Our reporting channel is open to everyone

Suppliers and their workers can report breaches of this code, of the law or by SKA employees confidentially and, if desired, anonymously: online at trust.verlink.io (go-live pending) or by letter to SKATEchnologie GmbH, Meldestelle, persönlich und vertraulich, Max-Eyth-Straße 9, 72793 Pfullingen, Germany. Anyone who reports in good faith will suffer no disadvantage.

PFULLINGEN, 25.09.2026

KÜRSAT AYDINLI ·
MANAGING DIRECTOR



Supplier acknowledgement

We have received and understood the supplier code of conduct of SKATechnologie GmbH, version 1.0.

☐ We accept the code and comply with it. We pass its requirements on to our suppliers.

☐ We have our own equivalent code and enclose it.

COMPANY

ADDRESS, COUNTRY

SUSTAINABILITY CONTACT

CERTIFICATES (E.G. ISO
9001, 14001, 45001)

ECOVADIS RATING, IF ANY

NAME, ROLE

PLACE, DATE, SIGNATURE

Please return signed to SKA via purchasing. The short sustainability questionnaire (chapter 05), the supplier sustainability self-assessment (QM-F0-02), is also available from purchasing.