

We identify ourselves as RP Group with the principles contained in our Code of Conduct. We expect our business partners and suppliers to comply with comparable standards. Our expectations are set out in this Code of Conduct and are made clear to each new supplier.

As a supplier to RP-Group, we will:

- Provide safe workplaces that meet international labour standards.
- Ensure fair working conditions and refrain from any form of unethical or illegal working conditions (e. g. harassment or physical violence, any form of slavery, servitude and forced or compulsory labour, including child labour).
- Not discriminate against workers on the basis of origin, gender, sexual orientation, religion, ideology, disability or age.
- Provide workers with written employment contracts in accordance with local legislation.
- Ensure that workers' wages, working hours, holidays and absences are in accordance with applicable law and/or contracts.
- Comply with all applicable data protection laws

As a supplier to RP-Group, we will:

- Manage our operations safely and minimise the environmental impact of our business activities.
- Comply with applicable environmental laws and permits.
- Respect and strive to avoid and minimize negative impacts on the local community.

As a supplier to RP-Group, we will:

- Require our own suppliers to follow the principles set out in this Supplier Declaration.
- Systematically incorporate this commitment into all our business relationships.

RP-Group will include the contents of this Code of Conduct in the existing supplier qualification process and follow it up in the established regular supplier evaluations.