

SUPPLIER **CODE OF CONDUCT**

Diersch & Schröder Group

ENERGY

DS / ENERGIES
HOLDING

DS / WESER-PETROL

DS / MINERALÖL

DS / CARD+DRIVE

DS / ENERGIEN

LANFER
ENERGIE

KREUZMAYR
Bayern GmbH
Energie mit Sympathie

LANDS

UTG
Unabhängige Tanklogistik GmbH

ENERGU

JUICIFY

**WESER
TANKING**

**BISCHOFF &
VIELHAUER**
Energie mit Sympathie

HAUER
Energie mit Sympathie

**ADDITIV
CHEMIE
LUERS**

ESTICHEM^{AS}

ACF

LEVACO
CHEMICALS

SCS

ELAPRO

ecopox

polytives

Lynatox

DS / DIERSCH &
SCHRÖDER

CHEMISTRY

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Dear Readers,

Since its foundation in 1920, the Diersch & Schröder Group has developed from a mineral oil trader into a modern energy and chemical company. We are constantly striving for progress – **to be better tomorrow than we are today.**

In the long run, our economic success is only possible if it goes hand in hand with **social and environmental responsibility**. For this reason, Diersch & Schröder GmbH & Co. KG and its affiliated companies (hereinafter jointly referred to as the “DS Group”) therefore makes economic, environmental, and social responsibility along its supply chains a priority. This Supplier Code of Conduct defines the binding minimum requirements for our business partners in their business relationship with the DS Group.

Our Supplier Code of Conduct is based on the principles of **international standards for sustainable corporate governance**. These standards include, for example, the UN Global Compact, the OECD Guidelines for Multinational Enterprises, and the ILO’s labor and social standards. The Supplier Code of Conduct was adopted by the management of the DS Group and entered into force on September 1, 2023.

We would like to thank all our business partners who, by accepting and confirming this Supplier Code of Conduct, join us in promoting responsible, lawful and ethical behavior in business.

Diersch & Schröder GmbH & Co. KG
Management


Jan Christiansen



**WITH GREAT
POWER COMES GREAT
RESPONSIBILITY**



Jan Christiansen
Chief Executive Officer
of the Diersch & Schröder Group

SCOPE

This Supplier Code of Conduct applies to all legal entities and natural persons that sell goods and/or provide services to the DS Group, either themselves or through third parties, intermediaries, sales representatives or subcontractors. All these bodies are hereinafter referred to as "Business Partners". These Business Partners must adequately address the rules of our Supplier Code of Conduct along their supply chain.

COMPLIANCE WITH APPLICABLE LAW

Each Business Partner is required to comply with all applicable laws, rules and legal regulations in each country in which operations are conducted or services are provided. Our Business Partners are also expected to implement and maintain a system that ensures compliance with these laws, rules and legal regulations, covering both their own operations and their supply chain.

We encourage our Business Partners to go beyond basic compliance with applicable law and implement binding regulations on human rights, labor standards and anti-corruption measures.

OUR REQUIREMENTS

7 HUMANS AND THE ENVIRONMENT

To guarantee human and labor rights, as well as environmental protection, our Business Partners commit to safeguarding the protected legal positions set out in the German Supply Chain Act (Lieferkettensorgfaltspflichtengesetz, LkSG). These are explained in more detail in the following paragraphs.

7.1 HUMANE WORKING CONDITIONS AND RESPECT FOR HUMAN RIGHTS

1.1.1 Non-discrimination

Our Business Partners must provide a working environment that is free of any kind of discrimination. Discrimination, i.e., any exclusion, preference or distinction based on ethnic origin, social origin, health status, color, sex, age, religion or belief, political opinion, membership in an employee organization, physical or mental disability, nationality, sexual orientation, pregnancy or other personal characteristics will not be tolerated.

1.1.2 Respect for employee rights

All workers have the right to associate freely, to join trade unions or works councils, to bargain collectively and to exercise collective rights. The exercising of these rights must not result in discrimination or retaliation against employees.

1.1.3 Reasonable working hours and remuneration

Working hours must comply with applicable law, the respective industrial standards, or applicable ILO conventions. Our Business Partners must ensure that wages paid are at least equal to the statutory/tariff or industry-standard minimum wage in the respective country. These ensure equal treatment; unequal treatment exists in particular if unequal remuneration is paid for equal work.

1.1.4 Occupational health and safety

Our Business Partners must provide a safe and healthy work environment that is free from any physical, psychological, verbal or other abusive behavior. They must take the necessary measures to prevent damage to health and accidents that may arise in connection with the performance of an activity.

1.1.5 Prohibition of forced labor

Any form of forced labor is strictly rejected. This includes any labor or service required of a person under threat of punishment, modern slavery, involuntary or exploitative prison labor, human trafficking or other forms of exploitation. No worker must be directly or indirectly coerced into employment by force and/or intimidation.

1.1.6 Protection of children and young people

We expect our Business Partners to explicitly prohibit any form of child labor within their organization, their production processes or within their supply chain. Our Business Partners must comply with the minimum standards of the ILO conventions concerning the minimum age for admission to employment and concerning the prohibition of child labor.

1.1.7 Use of security staff

If third parties (private or public security staff) are employed, our Business Partners must ensure through instruction and control that the elementary rights of the workers are protected.

1.1.8 Securing basic human needs

Our Business Partners must ensure that their business activities do not cause harmful soil changes, water pollution, air pollution, harmful noise emissions or excessive water consumption that significantly affect the natural basis for the preservation and production of food.

Land, forests and bodies of water that serve as the basis of a person's life must not be unlawfully attained or forcibly cleared for the purpose of acquisition, development or other use.

1.2 ENVIRONMENTAL PROTECTION AND CONSERVATION OF RESOURCES

1.2.1 Compliance with laws and requirements

Our Business Partners must comply with applicable laws, regulations and standards for the protection of natural resources and the environment. In addition, our Business Partners undertake to obtain all necessary permits and licenses and to comply with the conditions and ancillary provisions of such permits and licenses.

1.2.2 Optimizing resource efficiency

Our Business Partners strive to increase the resource efficiency of materials used and to minimize the environmental impact of their business activities.

1.2.3 Prohibition of hazardous substances and waste

To prevent environment-related risks, our Business Partners must comply with the regulations of the Minamata Convention. These prohibit the manufacture of mercury-added products, the use of mercury and mercury compounds in manufacturing processes, and the treatment of mercury waste.

The bans on persistent organic pollutants ("POPs") set out in the Stockholm Convention apply to the production and use of chemicals.

Our Business Partners must handle, collect, store and dispose of waste in an environmentally sound manner in accordance with the requirements of the applicable legal system and the Stockholm Convention. In addition, they must comply with the prohibitions on the export and import of hazardous waste as defined in the Basel Convention.

2 INTEGRITY

In addition to the German Supply Chain Act, our Business Partners must be aware of and comply with the fundamental laws, regulations and guidelines relevant to their respective activities or to the manufacture and supply of their products. In particular, the following applies:

2.1 COMPLIANCE WITH FOREIGN TRADE LAW

By taking appropriate measures, our Business Partners must ensure that transactions with third parties do not violate applicable economic embargoes or regulations on trade, import and export control, or on combating terrorist financing.



2.2 COMBATING BRIBERY AND CORRUPTION

All Business Partners and their employees must conduct themselves in such a manner that no personal dependence, obligation or influence arises and that even the appearance thereof is avoided. Decisions must be based solely on facts and must not be made on the basis of personal financial interests. We expect business conduct based on fairness and compliance with applicable national and international regulations.

2.3 FAIR COMPETITION

Our Business Partners are committed to fair and unimpaired competition as the basic principle of a free economy. They refrain from entering restrictive agreements with competitors, suppliers, distributors, dealers and customers, as well as from restrictive practices. These include, for example, price-fixing agreements with competitors, sharing of customers or sales territories between competitors, anti-competitive boycotts or the unlawful exchange of competitively sensitive information with competitors.

2.4 PROTECTION OF INTELLECTUAL PROPERTY

Our Business Partners must take great care not to use or copy the intellectual property rights or confidential information of third parties unless they have been given permission or are otherwise entitled to do so.

2.5 DATA PROTECTION AND CONFIDENTIALITY

Our Business Partners undertake to protect and safeguard personal and confidential information obtained in the course of business activities and to ensure compliance with the applicable national and international regulations of data protection law.

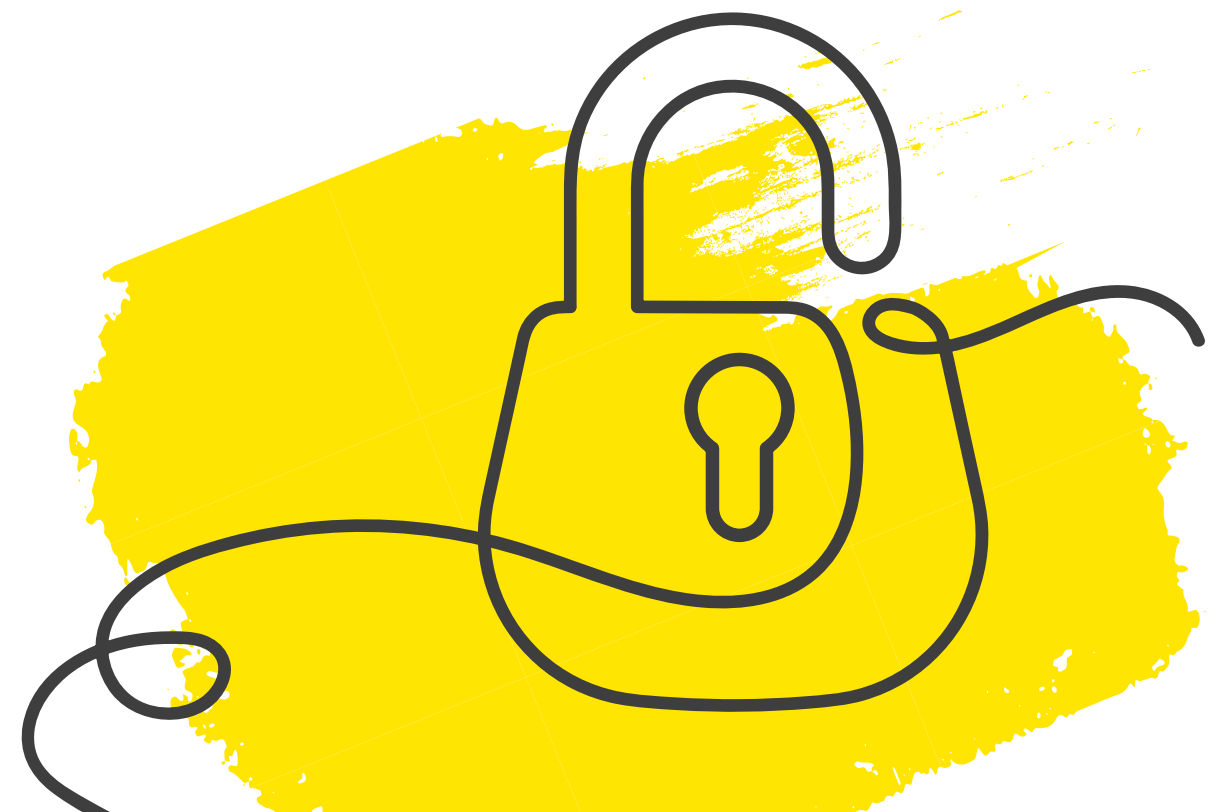


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RESPONSIBILITY OF OUR BUSINESS PARTNERS

- I. The DS Group reserves the right to verify compliance with the Supplier Code of Conduct, for example through self-assessments and audits by the DS Group or a third party. By accepting this Supplier Code of Conduct, the Business Partner permits the aforementioned measures.
- II. In the case of non-compliance, the Business Partners are obligated to initiate necessary corrective measures without delay on their own. Irrespective of whether the direct Business Partners themselves or their subcontractors fail to take appropriate corrective action. The DS Group reserves the right to terminate the business relationship.
- III. If Business Partners become aware of a violation of this Supplier Code of Conduct, they must report this without delay. Violations will result in the Business Partner having to undergo education relating to the violation. They participate in educational activities. In communication, the legitimate interests of the Business Partners as well as the observance of employee rights, in particular regarding the protection of data and business secrets, must be safeguarded.
- IV. In addition, Business Partners must inform potentially affected parties of the rights arising under this Supplier Code of Conduct and of the option of reporting any infringements directly to the DS Group at compliance@ds-bremen.de.
- V. Information about infringements of this Supplier Code of Conduct may be reported to the DS Group at any time – anonymously – via the digital Whistle-blower System (www.ds-bremen.com/en/whistleblowing-process).
- VI. The Business Partners guarantee to refrain from taking any disadvantageous or disciplinary measures against any whistleblowers in connection with the processing of the information.



development **VALUES**
sustainability
RESPONSIBILITY
 performance orientation **SECURITY** *HEALTH*
environment
 SOCIETY
 fairness **TRANSPARENCY** *TOLERANCE*
INTEGRITY **INCLUSION** ethics **RESPECT**
 human rights data protection
INNOVATION
LAW



ENERGY

Better together for **mobility, heat**
and electricity – that's what drives us.

CHEMISTRY

Our **additives** lubricate industrial production
equipment and protect banana plants.

YOUNG BUSINESS

Start-ups help the DS Group to stay **young** and **innovative**.