

Because Commitment Matters!

We do not select and evaluate our suppliers solely based on economic factors. Instead, we place great emphasis on environmental protection, the respect for human rights, labor and social standards, as well as anti-discrimination and anti-corruption policies.

Schmitz Feuerwehrtechnik, together with its suppliers, is committed to continuously improving sustainability standards throughout the entire supply chain. We require our suppliers to strictly comply with all applicable laws as well as internationally recognized environmental, social, and corporate governance standards (ESG standards). Furthermore, we expect them to actively ensure that these standards are also enforced by their own suppliers and subcontractors. When selecting new suppliers and evaluating existing partnerships, we consider environmental protection, compliance with human rights, labor and social standards, as well as anti-discrimination and anti-corruption requirements alongside economic factors.



Influenced by the context of the [Global Compact-Initiative of the United Nations](#), the [United Nations Guiding Principles on Business and Human Rights](#), as well as the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#) the Supplier Code of Conduct expresses our understanding of ESG standards.

As a supplier, please contact your designated contact person in SCHMITZ Purchasing.

SCHMITZ Creates Products for a Sustainable Future.

Our goal and responsibility are to make a sustainable contribution to a livable future with higher quality of life for all through our technologies, products, ideas, and innovations. We are consistently committed to the highest standards in legal compliance, integrity, and business ethics. In our Code of Conduct, we pledge to respect internationally recognized human rights in our own business activities and take responsibility for promoting their respect in collaboration with our business partners along the entire value chain.

Ensuring the principles of sustainable development in our supply chain is our top priority. Our goal is to continuously improve sustainability performance together with our suppliers. We expect our business partners to fully comply with all applicable laws and adhere to internationally recognized human rights, environmental, social, and corporate governance standards (ESG standards), as set out in particular in international conventions.

We also expect our suppliers to implement these standards with their own suppliers and subcontractors.

Particularly, we expect you as a supplier ("you") to fully acknowledge, support, and comply with the following ESG standards. These standards are based on the ten principles of the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. Compliance with these standards is an essential part of the contractual relationship between the supplier and SCHMITZ.



Supplier Code of Conduct



Environment

You **commit** to fully complying with all applicable environmental, labor, and safety regulations as well as relevant international environmental conventions.

You **promote** the safe and environmentally responsible development, production, transportation, and disposal of your products.

You **ensure**, through appropriate management systems, that product quality and safety meet applicable requirements.

You **strive** to protect the life and health of our employees, neighbors, and the public and ensure that our products and production processes are designed responsibly and with risk awareness.

You **use** resources efficiently and employ energy-efficient and environmentally friendly technologies.

You **reduce** waste as well as emissions into air, water, and soil.

You **minimize** negative environmental impacts and actively explore ways to pre-vent or mitigate biodiversity loss, deforestation, climate change, and water scarcity to protect people's livelihoods.

You **prohibit** unlawful forced evictions and unlawful actions.



Social

You ensure that you protect internationally recognized human rights in your activities and toward your employees and neither directly nor indirectly use forced labor (including, but not limited to, modern slavery and human trafficking) or child labor of any kind, nor use preliminary products manufactured with such labor.

You support the right to freedom of association and collective bargaining in accordance with applicable laws.

You promote a respectful and inclusive work environment, prevent discrimination and harassment of any kind, and consistently apply these principles when selecting suppliers and subcontractors.

You provide your employees and other stakeholders with the opportunity to report concerns or potentially unlawful practices in the workplace.

You comply with minimum wages and working hours in accordance with local laws and ensure compensation that provides a living wage based on local living conditions.

You ensure that no products containing conflict minerals are supplied, which directly or indirectly finance or benefit armed groups and cause human rights violations, as described in Annex II of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD DDG). We expect the supplier to fulfill its due diligence obligations regarding mineral supply chains in accordance with OECD DDG recommendations.

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Governance

You commit to complying with all applicable national and international trade laws and regulations, particularly, but not exclusively, those related to antitrust law, export controls, and sanctions regulations.

You consider corporate integrity as the foundation of business relationships.

You prohibit any form of bribery, corruption, and money laundering.

You forbid giving gifts to private individuals or public officials intended to influence business decisions or induce actions that violate their professional or legal obligations.

You respect the privacy and confidential information of all your employees and business partners and protect data and intellectual property from misuse.



You implement an appropriate compliance management system that supports adherence to applicable laws, regulations, and standards.

You establish training measures to provide executives and employees with appropriate knowledge and understanding of this Supplier Code of Conduct, relevant laws and regulations, and recognized standards.

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The supplier may either directly acknowledge the above principles or demonstrate its commitment to these principles through its own code of conduct or internal company policy that covers these standards.

SCHMITZ reserves the right to conduct audits or assessments to verify the supplier's compliance with all applicable laws, regulations, and standards. In the event of identified violations or justified concerns, SCHMITZ will take appropriate measures regarding the business relationship. SCHMITZ expressly reserves the right to terminate the business relationship immediately if international principles are violated, no adequate remedial measures are taken, or systematic violations are evident.

Further contractual obligations remain unaffected by the Supplier Code of Conduct and take precedence over the provisions described in this document. This applies in particular to contractual provisions requiring you to comply with specific ESG standards and/or requirements under supply chain legislation (e.g., the German Supply Chain Due Diligence Act)

If you have concerns about unlawful conduct or misconduct, please contact your designated contact person in SCHMITZ Purchasing.



You Are Part of Our Supply Chain.

SCHMITZ needs your commitment!

Supplier Code of Conduct



Imprint

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Approved by: Martin Bocklage CEO
Creation Date: 03.09.2025
Revision Date: 15.12.2025
Approval Date: 15.12.2025
Revision No.: 03

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