

A low-angle photograph of a modern glass skyscraper. The word 'SCHOTT' is mounted on the facade in large, blue, three-dimensional letters. The sun is reflecting off the glass panels, creating a bright spot. In the foreground, there are out-of-focus purple flowers.

SCHOTT
glass made of ideas

Corporate due diligence
in the supply chain

Code of Conduct for **suppliers**

Version 2.0 | Nov 2022



Preamble

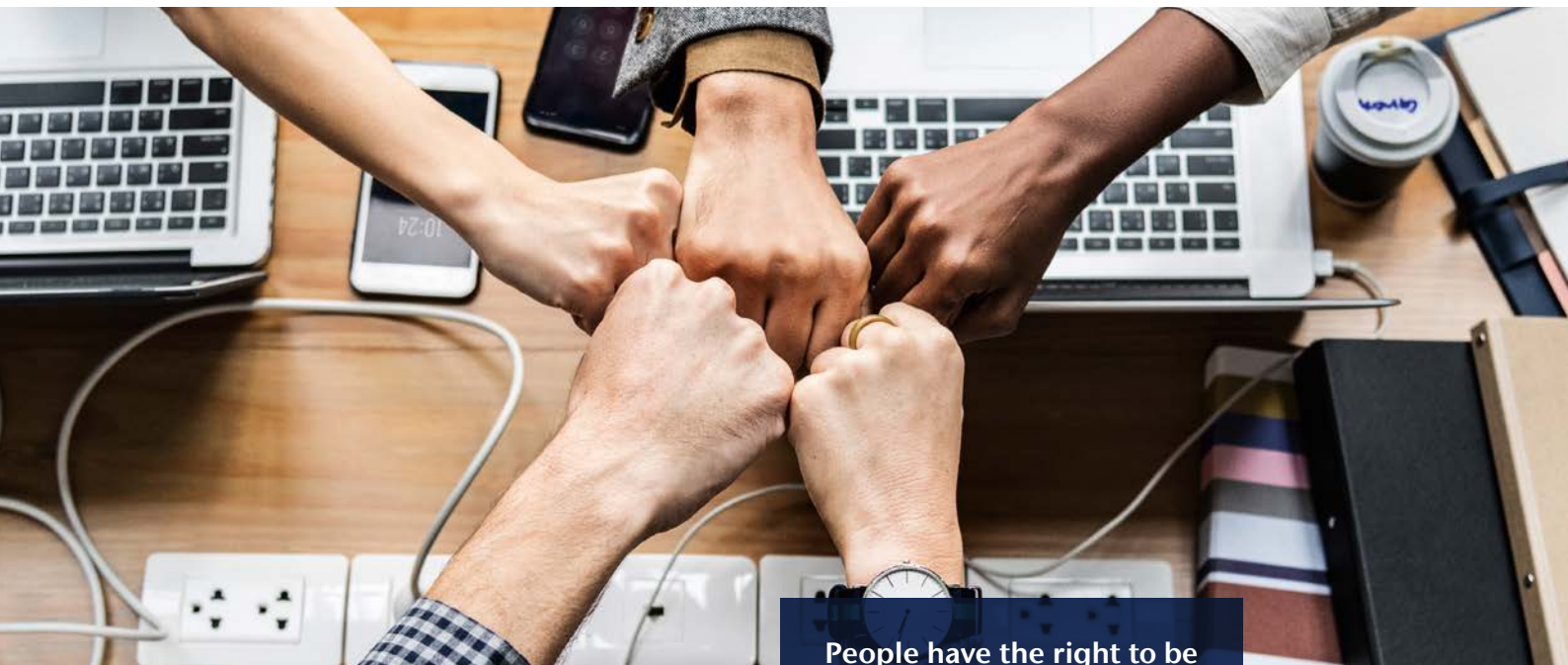
An important goal of the Carl Zeiss Foundation is the assumption of special social responsibility by the companies of the Foundation and their respective subsidiaries. Since the establishment of the company in 1884 and later as an enterprise of the Carl Zeiss Foundation, SCHOTT AG has been committed to let its social responsibility for mankind and the environment guide its actions and the effects of those actions.

Due to the challenges of today, such as new technologies, increasing competition as well as worldwide social and climate policy challenges, the following SCHOTT basic principles, which determine and guide SCHOTT's entrepreneurial activities and actions, are of great importance.

We expect our suppliers to share these principles and to comply with applicable regulations and laws.

This Code of Conduct for Suppliers sets out the minimum standards that our contractual partners must meet in order to fulfill this responsibility. It is based on the UN Guiding Principles on Business and Human Rights, fundamental labor and social standards of the International Labor Organization (ILO), the Guiding Principles of the Organization for Economic Cooperation and Development (OECD) and the principles of the UN Global Compact.

Responsibility towards People



People have the right to be respected in their dignity



SCHOTT pays attention to the protection of human rights in accordance with the International Human Rights Charter of the United Nations. In this context, our suppliers undertake to uphold internationally recognized labor and social standards. This includes the following principles:

Human Rights & Freedom from Discrimination

- ILO No. 111/100 • Treating employees with respect and creating a workplace free from harassment, abuse and discrimination of any kind
- ILO No. 87/98 • Recognition of the right to organize and the right to collective bargaining within the limits permitted by law
- ILO No. 100 • Compliance with minimum wages and working hours in accordance with local laws or minimum standards of the respective national economic sectors and in compliance with ILO standards; the wages paid enable the employees to lead an adequate standard of living
- ILO No. 29, 105, 138, 182 • Prohibition of child labor, forced labor, all forms of modern slavery and human trafficking, as well as recruiting for, procuring or offering illicit activities
- Respect for the right to freedom of expression
- Take due diligence to promote responsible supply chains for minerals from conflict and high-risk areas in accordance with the OECD Guiding Principles

Safety & Health

- Reduce occupational accidents and illnesses by establishing and maintaining safety standards
- Conduct regular training of employees to ensure occupational safety and improve risk sensitivity

Responsibility for the Environment



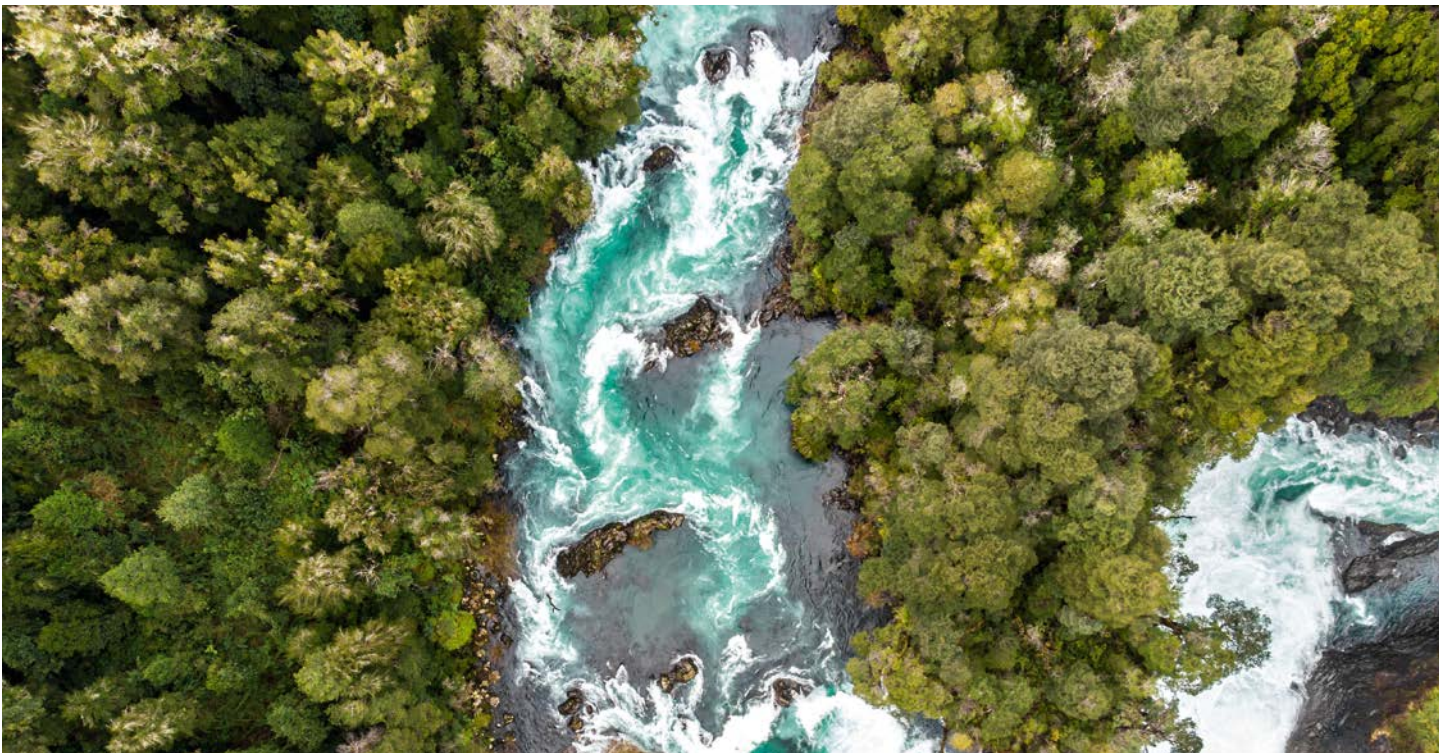
**Together with our suppliers
SCHOTT would like to
make an active contribution
to climate protection along
the supply chain**

Our suppliers are committed to taking reasonable precautions as part of their business activities for the environment.

This includes the following principles:

- Efficient use of natural resources and use of secondary raw materials wherever possible, as well as energy-efficient, climate-neutral and environmentally friendly technologies
- Preservation of natural resources such as land, forests or water
- Stopping or restricting the production, use, or release of persistent organic pollutants
- Classification and labeling of hazard characteristics of substances and mixtures to enable safe use of chemicals
- Appropriate disposal, control and treatment before release of
 - Waste, including compliance with the prohibitions on the export of hazardous waste,
 - Waste water,
 - Emissions,
 - Chemicals or
 - Other materials with a potentially negative effect on human health or the environment

This also includes the reduction of waste volumes, the reduction of emissions and the observance of restrictions in the handling of products containing mercury.



Responsibility as a Business Partner



Together for a
fair competition



Our suppliers are committed to fair conduct in competition and in their business relationship with SCHOTT. To this end, the following principles must be observed:

- Prohibition of any kind of corruption, extortion, embezzlement, money laundering and financing of terrorism
- Respect for the applicable competition law regulations
- Compliance with applicable customs and export regulations and sanctions regimes
- Confidentiality and protection of personal data as well as confidential information and business secrets of SCHOTT
- Providing information to SCHOTT regarding situations that may lead to a conflict of interest within the scope of the business relationship
- Supply of products that comply with applicable laws and regulations as well as with SCHOTT's quality standards

Responsibility for Compliance



SCHOTT counts on your commitment as part of the supply chain

Our suppliers are committed to establishing an appropriate compliance management system that adequately supports compliance with these principles and applicable regulations and laws.

This also includes the existence of an effective internal or external whistleblowing system so that violations of these principles or corresponding risks can be reported.

As part of our responsibility to work together with integrity and trust in the supply chain, the companies from our supply chain, their employees and other third parties can also contact the SCHOTT whistleblower system (Integrity Helpline) at any time in the event of possible compliance violations.

SCHOTT will review this Code of Conduct on a regular basis and make changes as necessary. Important changes will be communicated to the suppliers.

Since cooperation based on integrity and trust is of great importance to SCHOTT, we support our suppliers, if necessary, with regard to the fulfillment of the duties of care contained herein.

In addition, in order to ensure its own due diligence, SCHOTT is permitted to verify the Supplier's compliance with this Code of Conduct by appropriate means.

Within the scope of such an audit, the Supplier shall provide SCHOTT with access to all necessary data and information with regard to the implementation of this Code of Conduct.

In the event of a suspected violation of this Code of Conduct, the supplier undertakes to investigate the subject matter accordingly. SCHOTT may also conduct its own investigations with the support of the Supplier, if such suspicion arises. In the event of a violation of this Code of Conduct and the principles contained herein, SCHOTT also reserves the right to take appropriate legal action.

Our suppliers hereby undertake to adequately communicate the contents of this Code of Conduct to their employees, agents and subcontractors and to take all necessary precautions to implement the principles contained herein.





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