

Supplier Code

The Supplier Code describes the standards and principles for collaboration between DFS Deutsche Flugsicherung GmbH, including its affiliated companies within the meaning of Section 15 of the German Stock Corporation Law (AktG) (hereinafter referred to as the "DFS Group"), and its suppliers.

1. Scope

This Supplier Code applies to all contractors, suppliers and service providers of the DFS Group (hereinafter referred to as the "supplier"). The supplier is obliged to strive to consistently distribute and observe the following standards including among all other parties involved in the performance of services (e.g. subcontractors).

2. Compliance with laws, rules and legal provisions

The supplier shall observe all applicable laws and legal provisions in the countries in which it operates. The supplier shall monitor compliance with these laws and legal provisions.

3. Respect for human rights

The supplier shall treat all people with respect and tolerance and respect basic human rights. These include, but are not limited to, the prohibition of forced or child labour, rules on adequate pay, social benefits, working hours, freedom of association and other fair working conditions in accordance with applicable laws. The supplier shall adhere to the respective laws in force regulating the general minimum wage and shall oblige any subcontractors it commissions to the same extent. The supplier shall maintain a working environment that is free from discrimination or harassment, e.g. as concerns a person's ethnic origin, gender, religion or conviction, disability, age or sexual orientation.

4. Free and fair competition

The supplier shall ensure that its business practices are in keeping with the applicable anti-trust and competition law applicable in the respective country, and shall commit to free and unbiased competition. It shall ensure that its treatment of other companies is characterised by fair competition.

5. Prevention of bribery, corruption and money laundering

The supplier shall adhere to the applicable anti-corruption laws and regulations. The supplier is prohibited from offering, providing or accepting personal or improper benefits – whether directly or through third parties – in order to influence business opportunities with or for the DFS Group.

Gifts, hospitality and other gratuitous services from the supplier must not be capable of influencing a business decision of the recipient. The supplier shall comply with the applicable legal obligations on money-laundering prevention and shall not participate in money-laundering activities.

6. Product safety and health

All products and services provided by the supplier shall meet the quality and safety standards provided for by the applicable laws. The supplier shall endeavour to offer its employees a safe and healthy work environment. The supplier shall adhere to all applicable occupational safety laws and health provisions.

7. Environment

The DFS Group tries to avoid negative impacts on the environment and use resources efficiently and sustainably through a variety of environmental measures. The DFS Group expects the supplier to share this commitment and to be familiar with and observe all applicable environmental protection laws and regulations.

8. Import and export regulations

The supplier shall adhere to all applicable import and export control laws, particularly all sanctions, embargos and other laws, regulations, government ordinances and government directives concerning the transport and shipment of goods and technology.

9. Violations of the Supplier Code

The Supplier Code is a binding component of the business relationship between the supplier and the DFS Group. The DFS Group reserves the right to request information on the relevant issue if it suspects non-compliance with the described principles and requirements of the Supplier Code (such as negative media reports).

10. Compliance with the Supplier Code

The supplier acknowledges the standards of the Supplier Code and pledges to adhere to them.

As at: June 2020