

UMS SUPPLIER CODE OF CONDUCT

Version 1.1 | Issued: September 2026

Foreword

UMS Consulting is committed to responsible business conduct that takes ethical, social, and environmental requirements into account.

We expect all suppliers, service providers and business partners ("Suppliers") to share these values and to implement the following principles within their own organizations and throughout their supply chains.

This Supplier Code of Conduct (SCoC) supplements all existing agreements and forms an integral part of the business relationship with UMS Consulting.

1. Compliance with Laws and Regulations

Suppliers shall comply with all applicable national and international laws, standards and regulations, particularly in the areas of human rights, labour law, environmental protection, occupational health and safety, and anti-corruption.

2. Human Rights and Fair Working Conditions

Suppliers shall respect the fundamental rights of all employees and workers. In particular, they shall:

- Prohibit any form of discrimination based on gender, age, origin, religion, sexual orientation, disability or any other protected characteristic
- Forbid all forms of child labour, forced labour or compulsory labour
- Ensure fair remuneration and compliance with applicable minimum wage laws
- Respect the freedom of association and the right to collective bargaining
- Provide safe and hygienic working conditions in accordance with legal and industry standards

3. Environmental and Climate Protection

Suppliers shall consider environmental and climate protection aspects in their business activities and work to reduce negative environmental impacts. This includes, in particular:

- Complying with applicable environmental requirements

- Managing resources, waste, and energy responsibly
- Considering environmental aspects when selecting materials, products, and technologies
- Implementing or maintaining environmental management systems (e.g., ISO 14001, EMAS) is explicitly encouraged

4. Business Ethics and Integrity

Suppliers are expected to act with integrity, transparency and fairness at all times. This includes:

- Zero tolerance for bribery, corruption or improper advantages
- Avoiding any conduct that creates or fosters conflicts of interest
- Ensuring fair competition in accordance with applicable antitrust and competition laws
- Protecting the confidential information and intellectual property of UMS and third parties

5. Data Protection and Information Security

Suppliers shall ensure that all personal and confidential data are processed, stored and protected in accordance with the General Data Protection Regulation (GDPR) and all other applicable data protection laws.

They must implement appropriate technical and organizational measures to prevent data misuse, unauthorized access or loss.

6. Environmental and Social Responsibility in the Supply Chain

Suppliers are expected to promote and communicate these principles to their own subcontractors and business partners.

They should conduct CSR or ESG assessments of their supply chain when appropriate and cooperate with UMS during sustainability audits or verification processes (e.g., via IntegrityNext or EcoVadis).

7. Whistleblowing and Reporting of Violations

UMS operates a central reporting channel for suspected violations of this SCoC or applicable law.

Reports can be submitted confidentially and anonymously to whistleblower@ums-gmbh.com.

Reports will be treated confidentially. Whistleblowers will be protected against retaliation in accordance with applicable requirements.

8. Monitoring and Consequences

UMS reserves the right to verify compliance with this Supplier Code of Conduct. In cases of non-compliance, UMS may take appropriate corrective actions – including requiring corrective action plans or remediation measures, or in cases of repeated or severe violations, terminating the business relationship.

Revision History

Version	Content	Date	Responsible
1.1	Clarification of environmental and climate protection requirements and whistleblower protection	24 September 2026	Executive Management with Sustainability Team
1.0	Initial release – adaptation of the UMS Code of Conduct for suppliers	23 May 2025	Sustainability Team