

SUPPLIER CODE OF CONDUCT

SUPPLIER STANDARDS

The minimum social, environmental, and ethical standards Invisible-Light Labs requires across its supply chain, from components in its products to the services that support it.

1 Purpose and Scope

This Code of Conduct sets out the minimum standards Invisible-Light Labs GmbH (“ILL”) expects from its suppliers, subcontractors, and their own upstream supply chains. It applies to all suppliers of goods and services to ILL, regardless of country of origin, and is designed to remain applicable across the range of public and private procurement projects ILL participates in. Where a specific customer contract or tender imposes additional or more detailed requirements, those requirements apply in addition to, not instead of, this Code.

Where national law and the international standards referenced below diverge, the higher standard applies.

2 Human Rights and Labor

Suppliers must, if possible, ensure that delivered products and services have been produced under conditions that are consistent with:

- The United Nations Universal Declaration of Human Rights (1948).
- The ILO fundamental Conventions on forced labor, child labor, discrimination, and freedom of association and organizational law (Nos. 29, 87, 98, 100, 105, 111, 138 and 182), together with ILO Convention 155 on Occupational Safety and Health and the applicable ILO instruments on working hours.
- The UN Convention on the Rights of the Child, in particular Article 32 on protection from economic exploitation.
- The UN Guiding Principles on Business and Human Rights and the ten principles of the UN Global Compact.

Suppliers shall not use forced, bonded, or child labor; shall pay wages at or above the legally applicable minimum, including sectoral collective agreements where these apply; shall provide social security protection as required by local law; and shall respect employees’ rights to freedom of association and collective bargaining to the fullest extent permitted under, and where possible beyond, local law.

3 Health, Safety, and Environment

Suppliers must, if possible, ensure that delivered products and services have been produced under conditions that are consistent with:

- Applicable occupational safety and health legislation in the country of manufacture.
- Applicable environmental protection legislation in their country of manufacture.
- Applicable EU RoHS (2011/65/EU), REACH (EC 1907/2006), WEEE (2012/19/EU), the EU Batteries Regulation ((EU) 2023/1542), and the EU Conflict Minerals Regulation ((EU) 2017/821).

Suppliers shall take reasonable steps to identify and avoid the use of forced labor in the extraction or processing of raw materials, consistent with the objectives of Regulation (EU) 2024/3015 on prohibiting products made with forced labor.

4 Business Integrity

Suppliers shall not engage in bribery, corruption, extortion, or embezzlement in any form, consistent with the UN Convention against Corruption and the OECD Anti-Bribery Convention.

Suppliers shall encourage employees and third parties to raise concerns about suspected breaches of this code of conduct without fear of retaliation, consistent with the objectives of the EU Whistleblower Protection Directive ((EU) 2019/1937) or applicable national regulations.

5 Governance, Monitoring, and Flow-Down

- Suppliers shall, upon reasonable request, report to ILL on how these requirements are being met.
- Suppliers shall make a reasonable effort to apply equivalent requirements to their own subcontractors where a material share of the supplied goods or services originates outside the supplier's own facilities.
- ILL will apply due diligence proportionate to its size and the nature of each supply relationship. Where full independent verification is not practicable, ILL relies on supplier self-declaration, reserving the right to request further evidence or conduct inspections where risk warrants it.
- ILL will permit reasonable on-site inspection of its own facilities by customers or contracting authorities with a contractual audit right. Where ILL engages a subcontractor for direct delivery to such a customer, ILL will require that subcontractor to extend equivalent inspection access. ILL will use reasonable efforts to secure equivalent cooperation from suppliers whose components represent a material share of product value.

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