



Supplier Code of Conduct

1. General

As part of our commitment to upholding the values defined in the Code of Ethics of iQLase GmbH (hereinafter referred to as “iQL”), we expect our suppliers to base their conduct on comparable standards. Our expectations are set out in this Supplier Code of Conduct, which you, as a supplier, undertake to comply with.

2. Scope

This Supplier Code of Conduct applies to all suppliers of iQL, their parent and subsidiary companies, as well as downstream suppliers and contractors.

3. Human Rights

The supplier undertakes to respect internationally recognized human rights and to comply with the principles and conventions set out below.

4. Forced Labor

We reject all forms of forced labor. In accordance with ILO Conventions No. 29 and No. 105, the supplier undertakes, under no circumstances, to use or benefit from forced or compulsory labor or any other form of slavery or human trafficking.

5. Child Labor

We condemn all forms of child exploitation. Our suppliers undertake not to employ children who have not yet reached the minimum age specified below. Every child must be protected from economic exploitation and from being required to perform work that is classified as hazardous, has a negative impact on the child’s education, or impairs the child’s healthy development. According to ILO Convention No. 138, the minimum age for admission to employment or work is 15 years; in the countries referred to in Article 2.4 of the Convention, it is 14 years. The minimum age for hazardous work is 18 years in all countries.

6. Fair and Equal Treatment

We reject all forms of injustice and discrimination. In accordance with ILO Convention No. 111, the supplier shall prohibit all forms of discrimination in the workplace. The supplier undertakes not to tolerate any form of physical, psychological, sexual, or verbal abuse.

7. Freedom of Association | Right to Collective Bargaining

In accordance with ILO Conventions No. 87 and No. 98, the supplier must grant its employees the right to form or join trade unions, as well as the right to engage in collective bargaining in accordance with applicable laws and regulations.

8. Working Hours and Rest Periods

Working hours must comply with the requirements of all applicable laws. Overtime may only be worked voluntarily and must be compensated at a higher rate in accordance with mandatory applicable legal requirements. Employees must be granted rest periods in accordance with locally applicable mandatory legal requirements.

9. Wages and Benefits

Wages, benefits, and overtime compensation must at least meet or exceed the requirements of national laws and agreements. The supplier shall provide legally required benefits such as continued payment for public holidays, paid annual leave, sick leave, and parental leave. Disciplinary measures in the form of wage deductions are prohibited.

10. Health and Safety

The supplier complies with all applicable laws relating to health and safety in the workplace and, in accordance with ILO Convention No. 120 and international guidelines on occupational health and safety, takes measures to prevent work-related injuries and illnesses.

11. Environmental Protection

The supplier complies with all applicable environmental protection laws and minimizes the environmental impact of its business activities. This includes, in particular, the following areas: greenhouse gas emissions reporting, energy efficiency, renewable energy, decarbonization, water quality, water consumption and water management, air quality, responsible chemical management, sustainable resource management, waste prevention, reuse and recycling, animal welfare, biodiversity, land use and deforestation, soil quality, and noise emissions.

12. Material Compliance and Conflict Minerals

The supplier shall ensure that goods and materials supplied to iQL have not been sourced through illegal or unethical means. The supplier shall ensure that, in the event of iQL orders for conflict minerals (tantalum, tin, tungsten, and gold), these are not sourced from the Democratic Republic of the Congo (DRC) or its adjoining countries.

13. Conflicts of Interest

The supplier shall ensure that situations in which its interests conflict, or could potentially conflict, with iQL's business interests are avoided.

14. Compliance with Laws

Any form of corruption, bribery, or unfair business practice is strictly prohibited. The supplier complies with all applicable legal requirements.

15. Corruption, Extortion, and Bribery

The supplier maintains a zero-tolerance policy towards all forms of corruption, extortion, and bribery. Corruption or bribery is not tolerated in any form. Gifts, invitations, or other benefits may only be accepted to a limited extent and must under no circumstances result in a conflict of interest for the employee concerned. In particular, neither bribes nor any other unlawful payments may be offered, made, or accepted. In case of doubt, decline gifts and invitations and consult management.

16. Data Protection

All applicable data protection and privacy laws must be strictly complied with. Particular attention must be paid to the security of personal data. Such data must under no circumstances be disclosed to third parties and must be securely protected and stored. This applies both to electronic data storage and to data in paper form.

17. Financial Responsibility and Disclosure of Information

Accounting shall be carried out in accordance with applicable laws and recognized standards. Information shall be collected continuously, transparently, and accurately in accordance with applicable law.

18. Fair Competition and Antitrust Law

Prices must not be agreed upon with competitors. A relationship of trust and fair dealings shall be maintained with customers and suppliers. All applicable laws and regulations relating to competition and antitrust law shall be fully complied with.

19. Counterfeits / Intellectual Property

All intellectual property belonging to iQL shall be treated as confidential and protected against unauthorized access. Counterfeit products of iQL may not be purchased or placed into circulation. Any identified counterfeit products must be reported immediately. The intellectual property of third parties must always be protected.

20. Export Controls and Economic Sanctions

The supplier shall ensure that all imports comply with applicable regulations governing import and export, customs requirements, and sanctions.

21. Whistleblowing and Protection Against Retaliation

Every employee has the freedom, right, and duty to report misconduct and violations of corporate ethics and applicable laws. This expressly includes suspected misconduct. No disadvantage may arise for an employee as a result of such a report. Retaliatory measures may neither be threatened nor carried out. In cases of reported misconduct, the identity of the person making the report shall be protected.

22. Occupational Safety

The supplier shall maintain its own management system to ensure occupational safety throughout the company, which is continuously reviewed.

23. Acceptance

The supplier agrees to this Supplier Code of Conduct without changes or exceptions. It is the supplier's responsibility to ensure implementation of this Supplier Code of Conduct. The supplier shall inform its employees and downstream suppliers of the requirements of this Supplier Code of Conduct. The supplier shall report suspected violations of this Supplier Code of Conduct and applicable laws to info@iQLASE.de.

Supplier: _____

Place, Date: _____

Signature: _____

Munich, September 2026

iQLase GmbH

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