



## IGEL Supply Chain Policy on International Labour Organization (ILO) core conventions and the avoidance of Conflict Minerals

IGEL hereby confirms the usage of the international labour standards in the supply chain, which are based on the *ILO core conventions*:

1. Children, meaning persons below the age of 15 (or as defined by national law), should not work so that they have the opportunity to learn and develop freely.
2. Discrimination on the grounds of nationality, religion, political opinion or social origin is banned, as is discrimination in remuneration on the grounds of gender.
3. Workers should be free from any form of forced labour, such as slavery, servitude, compulsory labour for political re-education, or debt indenture.
4. Workers should have everywhere the right to organise in trade unions and negotiate their working conditions collectively.

Furthermore, IGEL confirms to comply with due diligence in avoiding *conflict minerals* in the supply chain of IGEL products by using suppliers who confirm the exclusive use of legally compliant smelters and refineries.<sup>1</sup>

IGEL has a *supplier management programme*, which includes annual evaluation and corrective measures related on the implementation on this policy.

For being compliant with this supply chain policy, an additional *independent reporting option* is available for raising concerns on <https://www.igel.com/company/vision>

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<sup>1</sup> According to rule 13p-1 U.S. Securities and Exchange Act of 1934