

# Sustainability requirements for procurement by Landwirtschaftliche Rentenbank

## 1. Preamble

Rentenbank is the promotional bank for the agricultural sector in Germany and is perceived by the public in a special way due to its statutory promotional mandate. The impeccable conduct of its employees and of third parties commissioned by Rentenbank is an indispensable prerequisite for the bank's successful activities. As a federal institution under public law, Rentenbank is a public-sector client and is subject, mutatis mutandis, to the requirements of the "Federal Government Directive Concerning the Prevention of Corruption in the Federal Administration" dated August 13, 2012.

The issue of sustainable procurement is of particular relevance in the context of Rentenbank's sustainability guidelines. Building on Rentenbank's understanding of sustainability, social principles and standards are emphasized in particular. Rentenbank is also committed to respecting human rights, the core labor standards of the International Labor Organization (ILO), the United Nations Development Goals and the Diversity Charter.

The following requirements express Rentenbank's special role and its demands on service providers, suppliers and contractors, including their subcontractors (hereinafter collectively referred to as "Contractual Partners").

## 2. Objective

Based on Rentenbank's understanding of sustainability, not only economic, but also social, ethical and ecological aspects should be taken into account when procuring goods, products and services of all kinds. Rentenbank therefore expects its Contractual Partners to base their actions on the following requirements.

## 3. General Principles

Rentenbank strives to treat its Contractual Partners fairly and in a spirit of partnership.

Rentenbank's Contractual Partners pass on these requirements within the framework of their value chain.

## 4. Social Responsibility

### 4.1 Human rights

The Contractual Partners respect human rights on the basis of the Universal Declaration of Human Rights of the United Nations General Assembly.

### 4.2 Avoidance of child labor

The Contractual Partners shall observe the United Nations Convention on the Rights of the Child. In particular, Contractual Partners undertake to comply with the Minimum Age Convention and the Worst Forms of Child Labour Convention (Conventions 138 and 182 of the International Labor Organization). Any stricter national regulations, such as the Youth Labor Protection Act in Germany, shall take precedence.

### 4.3 Prohibition of forced labor

The Contractual Partners reject all forms of forced labor, slavery and servitude. The Contractual Partners shall comply with the Forced Labor Convention and the Abolition of Forced Labor Convention (Conventions 29 and 105 of the International Labor Organization).

#### 4.4 Promotion of diversity and equal opportunities

The Contractual Partners shall promote diversity and equal opportunities in their companies. The Contractual Partners shall not discriminate against employees or other persons on the basis of their gender, age, origin, race and skin color, language, homeland and social background, nationality, faith, religious or political beliefs or sexual orientation. Discrimination on the grounds of disability is not tolerated. The Contractual Partners comply with the relevant conventions (Conventions 100 and 111 of the International Labor Organization (ILO)). All employees must be protected from direct or indirect discrimination (e.g. in recruitment, promotion, remuneration, social protection, social benefits, education, etc.) and harassment in the workplace, particularly of a sexual nature.

#### 4.5 Freedom of association

The Contractual Partners respect the right to freedom of association of their employees. The relevant ILO conventions (Conventions 87 and 98 of the International Labor Organization) as well as national laws and regulations are complied with.

#### 4.6 Occupational health and safety

The Contractual Partners shall ensure adequate occupational health and safety within the framework of the relevant ILO conventions (Conventions 155 and 187 of the International Labor Organization) and national regulations. The Contractual Partners shall ensure safe and healthy working conditions.

#### 4.7 Social and labor law obligations

The Contractual Partners declare that they will not violate any obligations under social or labor law in the execution of orders. Remuneration and social benefits must comply with the basic principles regarding minimum wages, overtime and statutory social benefits. The requirements of the Minimum Wage Act and the corresponding national regulations must be complied with.

### 5. Ecological Responsibility

#### 5.1 Compliance with legal standards

The Contractual Partners shall comply with environmental protection with regard to national legal norms and international standards. In particular, the following conventions are observed:

- The Minamata Convention on the use of mercury,
- the Stockholm Convention on Persistent Organic Pollutants,
- the Basel Convention on Transboundary Movements of Hazardous Wastes and their Disposal.

#### 5.2 Hazardous substances

The Contractual Partners clearly label hazardous substances. They take a proactive approach to prevent accidents that result in the release of hazardous substances.

#### 5.3 Minimization of environmental impact

The Contractual Partners minimize their environmental impact as far as possible and continuously improve their measures to reduce it. Resource efficiency is regarded as an

entrepreneurial value. Documentation of resource use has been implemented or is being pursued.

## 5.5 Environmental labels and management systems

Rentenbank welcomes and supports the fulfillment of environmental labels or efforts to achieve them. The same applies to the implementation of recognized and certified environmental management systems.

## 6. Good corporate governance

### 6.1 Code of Conduct for external parties

Rentenbank's Code of Conduct for External Employees governs, among other things, the behavior of external employees with regard to

- Gifts, benefits and other advantages
- Conflicts of interest
- Confidential information
- Corruption and other criminal acts

The Code of Conduct for External Employees contains information on how to report suspected cases/violations to the internal reporting office or (anonymously) to Rentenbank's ombudsman.

### 6.2 Competition and Antitrust law

The Contractual Partners respect fair competition and all applicable standards and laws that protect it. Any form of distortion of competition (e.g. through cartel ties) will be refrained from.

### 6.3 Complaints

The Contractual Partners operate a whistleblower system or are part of an industry-wide system. The Contractual Partners shall provide clear and comprehensible information on the accessibility and use of the respective system.

### 6.4 Reporting violations

The Contractual Partners shall report violations or imminent violations of the aforementioned sustainability requirements in procurement to Landwirtschaftliche Rentenbank via the above-mentioned channels.

## 7. Concluding Declaration

Rentenbank considers compliance with these standards to be essential for the respective contractual relationship. Against this background, a breach of these requirements by the Contractual Partner may have consequences under contractual law, including extraordinary termination. This also applies if the violation of the requirements does not directly affect the contractual relationship between Rentenbank and the Contractual Partner. This provision is expressly not associated with a restriction of Rentenbank's other contractual rights.

## 8. Acknowledgement

I have received the "Sustainability Requirements for Procurement by Landwirtschaftliche Rentenbank" and have taken note of the content:

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Name                    /            Date   /                    Signature