

Supply Chain Questionnaire

The protection of human rights and natural resources along the supply chains is an important concern for freenet. freenet AG and its affiliated companies act in accordance with applicable laws and advocate compliance with internationally recognized human rights and environmental standards. Due to the outstanding role of the supply chain for freenet's business model, we also place corresponding requirements on our suppliers, service providers and other business partners.

In the context of the Act on Corporate Due Diligence to Prevent Human Rights Violations in Supply Chains of July 23, 2021, we would like to use this questionnaire to gain a better understanding of the status quo among our suppliers.

Please support us by answering the following questions by selecting the correct answer in each case. If your answer to a question is "Yes", we ask you to explain the reasons in more detail. If you need more space for this, please send us back these texts accompanying this questionnaire in Word or PDF.

Please send the questionnaire by e-mail to: einkauf-indirekt@freenet.ag

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| 1) Do you employ minors under the age of 15?
If yes, please briefly explain whether this is in accordance with the laws at the place of employment and Art. 2 para. 2 and Art. 4 to 8 of Convention 138 (Minimum Age Convention) of the International Labor Organization (ILO). | yes | no |
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| 2) Do you employ minors under 18 years of age contrary to the prohibition of the worst forms of child labor under Article 3 of Convention 182 of the International Labor Organization?
If so, please explain the circumstances in more detail. | yes | no |
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| 3) Do you employ people whose work performance is under threat of punishment or for which they have not volunteered?
If yes, please briefly explain whether this is in accordance with Article 2(2) of Convention 29 of the International Labor Organization (ILO) on Forced or Compulsory Labor or Article 8(b) and (c) of the International Covenant on Civil and Political Rights of December 19, 1966 | yes | no |

- 4) **Do you employ individuals in forms of slavery, slave-like practices, serfdom, or other forms of domination or oppression in the workplace, such as extreme economic or sexual exploitation and humiliation?**

yes no

If so, please explain the circumstances in more detail.

- 5) **Do you disregard occupational health and safety obligations applicable under the law of the place of employment, so that this results in the risk of accidents at work or work-related health hazards? This can occur in particular due to a) obviously insufficient safety standards in the provision and maintenance of the work station, the workplace and the work equipment, b) the lack of appropriate protective measures to prevent exposure to chemical, physical or biological substances, c) the lack of measures to prevent excessive physical and mental fatigue, in particular due to inappropriate work organization in terms of working hours and rest breaks, or d) the inadequate training and instruction of employees.**

yes no

If so, please explain the circumstances in more detail.

- 6) **Do you have any restrictions on employees' freedom of association, according to which a) employees may freely form or join trade unions, b) the formation, joining, and membership of a trade union may not be used as a reason for unjust discrimination or retaliation, c) unions may operate freely and in accordance with the law of the place of employment; this includes the right to strike and the right to collective bargaining?**

yes no

If so, please explain the circumstances in more detail.

- 7) **Do you differentiate in employment, for example, on the basis of national and ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief? Unequal treatment includes, in particular, the payment of unequal remuneration for work of equal value.** yes no
 If yes, please briefly explain if this is due to the requirements of the employment.
- 8) **Are you withholding your employees a fair wage? The reasonable wage is at least the minimum wage established under the applicable law and is otherwise determined by the law of the place of employment.** yes no
 If so, please explain the circumstances in more detail.
- 9) **Do you cause harmful soil alteration, water pollution, air pollution, harmful noise pollution, or excessive water use that (a) substantially impairs with the natural basis for obtaining and producing food, (b) deprives a person of access to safe and clean drinking water, (c) impedes or destroys a person's access to sanitary facilities, or (d) harms a person's health?** yes no
 If so, please explain the circumstances in more detail.
- 10) **Are you unlawfully evicting or violating the prohibition against unlawful taking of land, forests, and waters in acquiring, developing, or otherwise using land, forests, and waters whose use provides a person's livelihood?** yes no
 If so, please explain the circumstances in more detail.

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| <p>15) Do you treat mercury waste contrary to the provisions of Art. 11 para. 3 of the Minamata Convention?
If so, please explain the circumstances in more detail.</p> | yes | no |
| <p>16) Do you produce or use chemicals according to Art. 3 para. 1 letter a and Annex A of the Stockholm Convention on Persistent Organic Pollutants (POPs Convention)?
If so, please explain the circumstances in more detail.</p> | yes | no |
| <p>17) Are you in violation of the prohibition of non-environmentally sound handling, collection, storage and disposal of waste under the regulations in force in the applicable jurisdiction in accordance with the requirements of Art. 6 para. 1 (d)(i) and (ii) of the POPs Convention?
If so, please explain the circumstances in more detail.</p> | yes | no |
| <p>18) Do you export hazardous waste as defined in Article 1, paragraph 1, and other waste as defined in Art. 1 para. 2, of the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal (Basel Convention), a) to a Party that has prohibited the import of such hazardous waste and other waste (Art. 4 para. 1 letter b of the Basel Convention), b) to an importing State as defined in Art. 2 no. 11 of the Basel Convention which has not given its written consent to the particular import if that importing State has not prohibited the import of such hazardous waste (Art. 4 para. 1 letter c of the Basel Convention), c) to a non-Party to the Basel Convention (Art. 4 para. 5 of the Basel Convention), or d) to an importing State if such hazardous waste or other waste is not managed in an environmentally sound manner in that State or elsewhere (Art. 4 para. 8 sentence 1 of the Basel Convention)?
If so, please explain the circumstances in more detail.</p> | yes | no |

19) Do you export hazardous waste from countries listed in Annex VII of the Basel Convention to countries not listed in Annex VII (Article 4A of the Basel Convention, Article 36 of Regulation (EC) No 1013/2006)? yes no
If so, please explain the circumstances in more detail.

20) Do you import hazardous waste and other waste from a non-Party to the Basel Convention (Article 4(5) of the Basel Convention)? yes no
If so, please explain the circumstances in more detail.

Company

Signature

Signature