

Springer Code of Conduct (CoC) - for business partners -

Applicable to: Direct and indirect suppliers, as well as all other business partners of the Springer GmbH

The Springer GmbH has set itself the goal of achieving profitable growth and taking social responsibility worldwide. Combining economic objectives with social and environmental objectives is one of its top priorities.

The 'Springer Code of Conduct – for business partners' establishes our expectations for our business partners' attitudes and behaviour, and serves as the basis for a successful business relationship.

Our principles:

1. Compliance with laws

Business partners commit to upholding all relevant laws and regulations, be these at a national or European Union (EU) level, as well as the conventions of the International Labour Organisation (ILO).

2. Protecting human rights

Respecting human rights takes top priority. Business partners always ensure they uphold their staff's rights, protect their identity, and shield them from reprisals.

3. Forced and compulsory labour

We reject any form of work that breaches human rights. Under no circumstances do business partners resort to forced or compulsory labour, modern slavery, or human trafficking. All staff must be free to terminate their employment contract by giving appropriate notice.

4. Equal opportunities

The business partners commit to providing a working environment that is free from any forms of discrimination and harassment.

5. Child labour

Business partners are responsible for ensuring children's rights are respected; no form of child exploitation will be tolerated. No one under the age of 15 may be employed.

6. Occupational health and safety

Our business partners must ensure workplace safety. They are obliged to comply with national laws on OHS and fire safety.

7. Working hours

The business partners guarantee they will comply with the legal regulations regarding working hours and legal public holidays.

8. Remuneration and fringe benefits

As a minimum, remuneration and benefits must comply with national laws, and be geared around pay scales in line with industry standards.

9. Freedom of association and the right to collective bargaining

Business partners must respect staff rights to freedom of assembly and organisation, as well as their right to negotiate collective bargaining agreements.

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10. Complaint procedure and protection against retaliation

Business partners set up communication channels for complaints. Employees are encouraged to report misconduct without fear of adverse measures such as threats and harassment. Any incoming information will be treated confidentially.

11. Conservation and sustainability

We also expect our suppliers and partners to comply with applicable laws and minimum requirements regarding protection of the climate and environment. The following points are particularly important:

- Careful handling of resources (incl. water and power)
- Avoiding waste and emissions
- Using environmentally friendly materials, and handling chemicals responsibly
- Helping preserve the quality of the water and air

Continuous improvement of the environmental balance sheet must be monitored on an ongoing basis. Ecological responsibility extends throughout the supply chain, so we expect sustainability requirements to be passed on to your suppliers.

12. Intellectual property and privacy

Business partners commit to protecting third-party intellectual property and trade secrets. Measures must be taken to ensure no plagiarism occurs. The duty of non-disclosure remains in effect indefinitely even after the business relationship has ended. Any data received will only be processed in accordance with the applicable privacy laws.

13. Corruption and bribery

Any form of corruption or bribery is strictly prohibited. Our suppliers and partners commit to not offering, demanding and/or accepting any gifts, payments, services or invitations which may illegitimately influence a business relationship.

14. Competition law

Arrangements affecting prices or conditions, or other measures illegitimately preventing free competition, are not permitted. Business partners respect fair competition with fellow market players, and duly uphold all applicable national, EU or international acts against restraints of competition.

15. Avoiding conflicts of interests

Suppliers and partners of the Springer GmbH will not be influenced by financial or personal interests or relationships. Decisions are made solely based on objective criteria.

16. Financial responsibility

Financial responsibility and compliance with the legal accounting regulations and disclosure regulations must be a given for our business partners.

17. Export controls and economic sanctions

Business partners strictly comply with the applicable laws governing the importing and exporting of goods and services, and respect the sanctions list.

If a supplier breaches the code, we will take measures to suit the respective situation. Business relationships may be suspended or directly terminated until the breaches are remedied. Non-compliance with the code may additionally result in legal action.