



The following human rights and environment-related prohibitions specified in the German Act on Corporate Due Diligence Obligations in Supply Chains of July 16, 2021 are part of the ZEISS Supplier Standards:

Prohibition of Child Labour

The prohibition of the employment of a child under the age at which compulsory schooling ends according to the law of the place of employment, provided that the age of employment is not less than 15 years, except where the law of the place of employment so provides in accordance with Article 2 (4) and Articles 4 to 8 of Convention No. 138 of the International Labour Organization of 26 June 1973 concerning Minimum Age for Admission to Employment.

Prohibition of the worst forms of child labour for children under 18 years of age; in accordance with Article 3 of Convention No. 182 of the International Labour Organization of 17 June 1999 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour this includes:

- all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom, as well as forced or compulsory labour, including the forced or compulsory recruitment of children for use in armed conflicts,
- the use, procuring or offering of a child for prostitution, for the production of pornography or for pornographic performances,
- the use, procuring or offering of a child for illicit activities, in particular for the production of or trafficking in drugs,
- work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

Prohibition of Forced Labour and all Forms of Slavery

The prohibition of the employment of persons in forced labour; this includes any work or service that is required of a person under threat of punishment and for which he or she has not made himself or herself available voluntarily, for example as a result of debt bondage or trafficking in human beings; excluded from forced labour are any work or services that comply with Article 2 (2) of Convention No. 29 of the International Labour Organization of 28 June 1930 concerning Forced or Compulsory Labour or with Article 8 (3) (b) and (c) of the International Covenant of 19 December 1966 on Civil and Political Rights.

The prohibition of all forms of slavery, practices akin to slavery, serfdom or other forms of domination or oppression in the workplace, such as extreme economic or sexual exploitation and humiliation.



Prohibition of Disregarding Occupational Health and Safety Obligations

Prohibition of disregarding the occupational safety and health obligations applicable under the law of the place of employment if this gives rise to the risk of accidents at work or work-related health hazards, in particular due to:

- obviously insufficient safety standards in the provision and maintenance of the workplace, workstation and work equipment;
- the absence of appropriate protective measures to avoid exposure to chemical, physical or biological substances;
- the lack of measures to prevent excessive physical and mental fatigue, in particular through inappropriate work organization in terms of working hours and rest breaks; or
- the inadequate training and instruction of employees.

Prohibition of Disregarding Freedom of Association

The prohibition of disregarding the freedom of association, according to which

- employees are free to form or join trade unions,
- the formation, joining and membership of a trade union must not be used as a reason for unjustified discrimination or retaliation,
- trade unions are free to operate in accordance with applicable law of the place of employment, which includes the right to strike and the right to collective bargaining.

Prohibition of Unequal Treatment in Employment

Prohibition of unequal treatment in employment, for example on the grounds of national and ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief, unless this is justified by the requirements of the employment; unequal treatment includes, in particular, the payment of unequal remuneration for work of equal value.

Prohibition of Withholding an Adequate Living Wage

Prohibition of withholding an adequate living wage; the adequate living wage amounts to at least the minimum wage as laid down by the applicable law and, apart from that, is determined in accordance with the regulations of the place of employment.



Prohibition of Destroying the Natural Basis of Life Through Environmental Pollution

Prohibition of causing any harmful soil change, water pollution, air pollution, harmful noise emission or excessive water consumption that

- significantly impairs the natural bases for the preservation and production of food,
- denies a person access to safe and clean drinking water,
- makes it difficult for a person to access sanitary facilities or destroys them or
- harms the health of a person.

Prohibition of Unlawfully Depriving a Populations' Livelihood

The prohibition of unlawful eviction and the prohibition of unlawful taking of land, forests and waters in the acquisition, development or other use of land, forests and waters, the use of which secures the livelihood of a person.

Prohibition of Hiring or Use of Security Forces Without Adequate Safeguards

Prohibition of the hiring or use of private or public security forces for the protection of the enterprise's project if, due to a lack of instruction or control on the part of the enterprise, the use of security forces

- is in violation of the prohibition of torture and cruel, inhumane or degrading treatment,
- damages life or limb or
- impairs the right to organize and the freedom of association.

Prohibitions under the Minamata Convention

Prohibition of the manufacture of mercury-added products pursuant to Article 4 (1) and Annex A Part I of the Minamata Convention on Mercury of 10 October 2013 (Minamata Convention).

Prohibition of the use of mercury and mercury compounds in manufacturing processes within the meaning of Article 5 (2) and Annex B Part I of the Minamata Convention from the phase-out date specified in the Convention for the respective products and processes.

Prohibition of the treatment of mercury waste contrary to the provisions of Article 11 (3) of the Minamata Convention.



Prohibitions under the PoPs Convention

Prohibition of the production and use of chemicals pursuant to Article 3 (1) (a) and Annex A of the Stockholm Convention of 23 May 2001 on Persistent Organic Pollutants (PoPs Convention).

Prohibition of the handling, collection, storage and disposal of waste in a manner that is not environmentally sound in accordance with the regulations in force in the applicable jurisdiction under the provisions of Article 6 (1) (d) (i) and (ii) of the POPs Convention.

Prohibitions under the Basel Convention

Prohibition of exports of hazardous waste within the meaning of Article 1 (1) and other wastes within the meaning of Article 1 (2) of the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal of 22 March 1989 (Basel Convention)

- to a party that has prohibited the import of such hazardous and other wastes (Article 4 (1) (b) of the Basel Convention),
- to a state of import as defined in Article 2 no. 11 of the Basel Convention that does not consent in writing to the specific import, in the case where that state of import has not prohibited the import of such hazardous wastes (Article 4 (1) (c) of the Basel Convention),
- to a non-party to the Basel Convention (Article 4 (5) of the Basel Convention),
- to a state of import if such hazardous wastes or other wastes are not managed in an environmentally sound manner in that state or elsewhere (Article 4 (8) sentence 1 of the Basel Convention).

Prohibition of the export of hazardous wastes from countries listed in Annex VII to the Basel Convention to countries not listed in Annex VII (Article 4A of the Basel Convention, Article 36 of Regulation (EC) No 1013/2006).

Prohibition of the import of hazardous wastes and other wastes from a non-party to the Basel Convention (Article 4 (5) of the Basel Convention).

The ZEISS Human Rights Officer, who can be reached at humanrights@zeiss.com, is the responsible contact for concerns regarding human rights and environmental rights in the supply chain or at ZEISS. Details on human rights and environmental standards at ZEISS can be found on the ZEISS website www.zeiss.com.

Reports or notifications regarding incurred or threatened violations of human rights or environmental rights can also be made (anonymously) via the ZEISS Integrity Line, available at carl-zeiss.integrityline.org.