



In order to implement the provisions of the law governing a general minimum wage (MiLoG) in the Federal Republic of Germany from August 16, 2014, we declare the following:

- With the Code of Conduct from September 2011, VACUUBRAND GMBH + CO KG makes a binding commitment to comply with the law and the ethical business principles described in the code. This of course includes compliance with the provisions of collective agreements or the statutory minimum wage guidelines. With regard to the minimum wage law, we declare:
- VACUUBRAND GMBH + CO KG complies with the provisions of the law governing a general minimum wage and the resulting obligations, in particular paying the currently applicable minimum wage pursuant to Section 1 of MiLoG.

We ask for your understanding that, due to the time and verification effort required, we are unable to fill out questionnaires on the minimum wage law and, for reasons of legal data protection, we cannot provide any information on employee-related data, insofar as there is no legal obligation to provide information. Therefore, we ask you to refrain from making any such inquiries.

There is no legal basis for individual declarations of obligation or exemption that may go beyond the requirements of MiLoG. As a purely precautionary measure, we would like to point out that the client liability resulting from Section 13 of MiLoG in conjunction with Section 14 of AEntG does not extend to purchase contracts.

If you should have any further questions on this topic, please send these to us at the following e-mail address: regulatory@vacuubrand.com. We will handle your request as quickly as possible.

Wertheim, January 15, 2021

VACUUBRAND GMBH + CO KG