

Supplier Code of Conduct

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Table of Content

1. Preamble	2
2. General principles	2
3. Principles of business ethics.....	2
4. Principles of human rights.....	3
5. Principles of occupational health and safety	3
6. Principles environment and energy.....	4
7. Principles of supplier management.....	4

1. Preamble

As one of the leading companies in communal technology, we stand for safety and responsibility. Together with our business partner and supplier, we want to continuously improve our products and services. Honesty and reliability as well as respectful collaboration are fundamental elements. Within the framework of a trusting cooperation, we are interested in long-term supplier and business relationships. Therefore, our business partner and supplier are an important component in shaping our value chain in a sustainable way and in being able to pass on our values.

2. General principles

The ZÖLLER-KIPPER Group commits its suppliers and business partners to its social and societal responsibility. Accordingly, the supplier assumes responsibility towards its own company as well as its employees, customers, and suppliers along the value chain within the scope of its economic activity. In addition to social and societal responsibility, this responsibility also includes ecological aspects.

The supplier Code of Conduct is an essential part of ZÖLLER-KIPPER Group's mission statement and forms the basis of all business relationships and actions. As such, it represents the basis for cooperation with supplier and other business partner and formulates binding obligations. The supplier undertakes to comply with the principles and to exclusively pursue economic activities that are in full compliance with the Code of Conduct. The supplier will not tolerate any deviations from the following ethical, social, and ecological sustainability principles. Furthermore, the supplier obliges its direct suppliers and other business partners to comply with the conduct described below.

3. Principles of business ethics

ZÖLLER-KIPPER Group obliges its suppliers to respect and maintain the following principles of human and economic action. The supplier commits himself to **fair and equitable competition** in a free market economy, **rejecting corruption**, extortion, and bribery as well as to respecting **anti-trust law**. In accordance with this stipulation, the supplier shall cooperate with the authorities in cases of suspicion in order to clarify the matter and undertakes to **disclose information** to them. This disclosure also includes financial records. In accordance with this **financial responsibility**, the supplier commits to transparent, proper accounting and keeps accurate records of financial transactions.

The supplier shall verify and monitor the identity of customers, suppliers, service providers and other business partners and undertakes to do business only with partners who comply with the Code of Conduct. The supplier rejects any form of **money laundering** and avoids **conflicts of interest** within the scope of its economic activities. The export of goods shall be conducted in compliance with **export controls** and **economic sanctions**. The supplier rejects the illegal appropriation of **intellectual** and scientific **property** (plagiarism).

The supplier undertakes to process personal data in accordance with the statutory requirements and to observe the legal requirements when storing and deleting such data. The statutory **data protection** provisions shall be complied with. In addition, the supplier respects and protects the privacy of its employees. Operationally stored data, in particular personal data, shall be protected in accordance with the highest level of **data security**.

Furthermore, the supplier respects the protection of personal rights and the right to freedom of expression, as long as this is in line with the principles of this Code of Conduct.

As an integral part of the value chain, our suppliers and their employees are required to report violations and suspect cases to our **whistleblowing system** and to contribute to the clarification of violations and suspected cases, taking social responsibility into account. The report can be made anonymously, among other things. Reports of violations and suspicious occurrences are treated confidentially to **protect against retaliation**.

4. Principles of human rights

The supplier undertakes to respect and uphold the following principles of human rights. These principles mainly cover the following topics: **Child labour** and **underage workers, wages** and **benefits, working time, modern slavery**, ethical recruitment.

In the context of its economic activities, the supplier promotes equal treatment and **equal rights** for people and is committed to respecting the **rights of minorities, vulnerable groups**, and **Indigenous peoples** along the value chain. This is reflected in a zero-tolerance policy for **harassment** and **discrimination** of any kind. The supplier also lives social and cultural openness and diversity. This also includes the **inclusion** of people with disabilities in the operational process.

Furthermore, the supplier is committed to fair and social working conditions along the value chain. Fair and equitable **wages**, the right to **freedom of association** and **collective bargaining** as well as **social benefits** are essential components of the social responsibility strategy and economic orientation.

The supplier shall involve its subcontracting companies and shall oblige them to the same extent to observe and comply with the principles. This includes occupational health and safety and associated binding obligations. Special protection must be guaranteed for **underage workers**.

The supplier respects **land, forest**, and **water rights** worldwide and takes into account the withdrawal of land, forests and waters for sustainable development in the acquisition, development and use of land. In this context, the supplier shall guarantee compliance with all human rights provisions when using private or public security forces.

5. Principles of occupational health and safety

The supplier is committed to active occupational health and safety for the benefit of employees and other persons working or staying at the premises. The legal requirements form the basis and are to be understood as minimum requirements. The supplier undertakes to safeguard and improve the health of all persons present at the company locations. Accordingly, the supplier must respect and uphold the following principles of occupational health and safety. These principles essentially cover the following topics: **Personal protective equipment, machine safety, emergency precautions** and **workplace ergonomics**.

Furthermore, the supplier shall regulate the handling of chemical and biological substances in order to guarantee health-conscious handling and to adequately control the exposure. Furthermore, an **accident** and **incident management** system are to be established at the sites. Emergency preparedness is an essential

component of accident and incident management. First aiders are appointed and trained in accordance with the minimum legal requirements. The supplier is also committed to active **fire protection** and compliance with fire protection regulations. Accordingly, fire protection assistants and evacuation assistants are trained, designated, and appointed in accordance with the minimum requirements. Emergency situations are simulated at regular intervals and behaviour is trained.

6. Principles environment and energy

The supplier undertakes to protect the environment and to reduce environmental impacts, in particular through the sustainable and resource-conserving use of materials and products. In particular, the supplier commits to climate protection and undertakes to reduce greenhouse gas emissions to a minimum with the aim of **decarbonisation**, to primarily use **renewable energies** and to continuously increase **energy efficiency**. Upon request, the supplier shall provide product-related greenhouse gas information on the products purchased.

Furthermore, the supplier strives for a continuous reduction of **water consumption** and sustainable **water management**. The minimum goal is to maintain **water quality**. The supplier also undertakes to reduce air emissions to a minimum and to track the measures taken to maintain **air quality**.

Responsible chemicals management and **sustainable resource management** are elementary components of the company's corporate strategy. The supplier strives to achieve these goals by consistently **avoiding waste** and using resources for reuse and recycling. The supplier is also committed to animal welfare and the preservation of **biodiversity**.

The ZÖLLER-KIPPER Group consistently involves its suppliers in environmental protection measures and obliges them to cooperate along the value chain as well. To preserve biodiversity and ecology, the supplier pursues the goal of sustainable **land use** and is against deforestation measures. The supplier follows up on the assurance of **soil quality**. In addition, the supplier commits to the continuous reduction of direct and indirect noise emissions related to the economic activity.

7. Principles of supplier management

The ZÖLLER-KIPPER Group expects its suppliers to pass on social and ecological sustainability requirements in accordance with this Code of Conduct to the same extent to their suppliers, service providers as well as business partners and to develop these with the aim of a sustainable and responsible continuation of the company.

In doing so, the supplier recognises its obligation in the value chain for direct and indirect business relationships.