

# Supplier Code of Conduct

## Code of Conduct for Suppliers

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### Table of Contents

<b>0</b>	<b>Introduction.....</b>	<b>3</b>
<b>1</b>	<b>Social Responsibility.....</b>	<b>4</b>
1.1	Human Rights, Ban Of Child Labor And Forced Labor .....	4
1.2	Compliance With The Law .....	4
1.3	Ethical Recruitment .....	4
1.4	Use Of Private And Public Security Guards .....	4
1.5	Minorities And Indigenous Peoples.....	4
1.6	Protection Against Forced Eviction And Land Grab .....	4
1.7	Conflict Materials .....	5
1.8	Options To Report Illegal Conduct .....	5
1.9	Whistleblowing & Protection Against Retaliation.....	5
<b>2</b>	<b>Labor Conditions.....</b>	<b>5</b>
2.1	Work Hours And Wages .....	5
2.2	Freedom Of Association And Collective Bargaining .....	5
2.3	Non-Discrimination, Equal Rights And Inclusion, Women's Rights .....	6
2.4	Occupational Health And Safety.....	6
<b>3</b>	<b>Environmental Responsibility .....</b>	<b>6</b>
3.1	Environmental Protection, Resources And Sustainability .....	6
3.2	Decarbonization And Energy Consumption .....	6
3.3	Waste Management And Recycling .....	7
3.4	Biodiversity, Land Utilization And Deforestation, Animal Protection .....	7
3.5	Handling Critical Raw Materials .....	7
3.6	Prohibited Substances.....	8
<b>4</b>	<b>Ethical Business Practices .....</b>	<b>8</b>
4.1	Fair Competition.....	8
4.2	Protection Of Confidential Information And Privacy .....	8
4.3	Plagiarism And Intellectual Property.....	8
4.4	Integrity In Business Transactions.....	8
4.5	Conflicts Of Interest.....	9
4.6	Financial Responsibility (Accurate Records).....	9
4.7	Disclosure Of Information .....	9

# Supplier Code of Conduct

## Code of Conduct for Suppliers

---

4.8 Anti-Money Laundering Policy ..... 9

4.9 Export Controls And Economic Sanctions ..... 9

**5 Implementation of the Code of Conduct ..... 10**

5.1 Security Within The Supply Chain ..... 10

5.2 Inspections/Audits And Sanctions..... 10

5.3 Consequences Of Violations Against The Supplier Code Of Conduct ..... 10

# Supplier Code of Conduct

## Code of Conduct for Suppliers

---

### 0 Introduction

As a leading technology company in plant engineering and a responsible, strong employer and business partner, Eisenmann is committed to ecologically and socially responsible corporate management. We expect the same commitment from all our suppliers. Furthermore, we require our employees to respect the principles of ecological, social and ethical behavior and integrate them into the corporate culture. We also strive to continually optimize our corporate practices and products [or services] for the purpose of sustainability and call on our suppliers to contribute to this in pursuit of a holistic approach.

For future cooperation, the Contractual Partners agree that the following provisions for a common Code of Conduct apply. This Agreement is the basis for all future deliveries. The Contractual Partners undertake to meet the principles and requirements of the Code of Conduct and to commit to contractually binding their sub-suppliers to meet the standards and regulations specified in this document . This Agreement shall enter into force upon signature. A violation against this Code of Conduct may ultimately be a reason for the company to terminate the business relationship, including all associated supply contracts.

The Code of Conduct is based on national laws and regulations such as the Supply Chain Due Diligence Act (LkSG) and international conventions such as the United Nations Universal Declaration of Human Rights, the Directives regarding Children's Rights and Entrepreneurship, the United Nations Directives regarding "Business and Human Rights", and international labor standards of the International Labor Organization and the United Nations Global Compact

# Supplier Code of Conduct

## Code of Conduct for Suppliers

---

### 1 Social Responsibility

#### 1.1 Human Rights, Ban Of Child Labor And Forced Labor

We expect our Suppliers to commit to protecting international human rights. Furthermore, our Suppliers undertake to exclude any kind of child labor and forced labor within their company and their supply chain. This includes but is not limited to work carried out by children younger than 15 years, slavery, bonded labor and all forms of forced labor as well as work that is likely to harm the health, safety or morals.

#### 1.2 Compliance With The Law

Our Suppliers undertake to comply with all applicable national and international laws and to always act ethically.

#### 1.3 Ethical Recruitment

We expect recruitment, employment and career development to be independent of protected characteristics such as ethnic background, skin color, expression of religious beliefs, religious affiliation and nationality.

#### 1.4 Use Of Private And Public Security Guards

We expect the Supplier to undertake to refrain from hiring or using private and public security guards if, due to a lack of instruction or control, there will be a risk of torture and cruel, inhuman or degrading treatment, injury to life and limb, or impact on the freedom of assembly and association.

#### 1.5 Minorities And Indigenous Peoples

Human rights are respected worldwide. We also explicitly expect the same for the rights of minorities and indigenous peoples.

#### 1.6 Protection Against Forced Eviction And Land Grab

We expect that there will be no unlawful forced evictions. In addition, we expect that no land, forests and water bodies will be taken away unlawfully through acquisition, development or any other use.

## **Supplier Code of Conduct**

### **Code of Conduct for Suppliers**

---

#### **1.7 Conflict Materials**

Our Suppliers undertake to ensure that Eisenmann is not supplied with any products containing metals the source minerals and derivatives of which originate from a conflict region, and thus directly or indirectly contribute to the funding or support of armed groups.

#### **1.8 Options To Report Illegal Conduct**

We expect our Suppliers to create options for their employees to confidentially report potential illegal conduct. Furthermore, we expect our Suppliers to conduct investigations based on such reports and if necessary, take actions against such illegal conduct.

#### **1.9 Whistleblowing & Protection Against Retaliation**

We support whistleblowers who report breaches of the EU law in accordance with the EU Whistleblower Protection Directive. We support secure channels for sharing information both within Eisenmann and with the authorities. In addition, we effectively protect them from layoff, harassment or other forms of retaliation. We expect our Suppliers to do the same.

## **2 Labor Conditions**

### **2.1 Work Hours And Wages**

Our Suppliers undertake to provide wages and benefits in compliance with applicable laws and, above all, provide remuneration in accordance with the applicable statutory minimum wage or upward. Furthermore, our Suppliers undertake to comply with the corresponding applicable statutory or official regulations regarding work hours.

### **2.2 Freedom Of Association And Collective Bargaining**

Employees have the right to join a union or other associations related to the workplace or industry as well as the right to collective bargaining.

## Supplier Code of Conduct

### Code of Conduct for Suppliers

---

#### **2.3 Non-Discrimination, Equal Rights And Inclusion, Women's Rights**

We expect our Suppliers to commit to the principle of equal treatment of employees. When selecting their employees, we expect our Suppliers to base their selection solely on their qualifications and skills, and to ensure equal opportunities when it comes to recruitment and employment. We expect our Suppliers to condemn any discrimination, exclusion or restriction based on gender. Equal opportunities for women, men and diverse people shall be ensured in all aspects of the personal and professional development.

#### **2.4 Occupational Health And Safety**

The occupational health and safety of our employees as well as the employees of our clients and Suppliers at their workplace is our top priority. Our Suppliers undertake to comply with the applicable national and international Occupational Health and Safety regulations. Health risks posed to local residents caused by emissions (e.g. wastewater, exhaust air, noise) shall be reduced to a minimum.

### **3 Environmental Responsibility**

#### **3.1 Environmental Protection, Resources And Sustainability**

Environmental protection, conservation of natural resources and a contribution to decarbonization are requirements for our actions.

Our Suppliers undertake to comply with the applicable national and international regulations with regard to sustainability, environmental protection and recycling. Moreover, we expect our Suppliers to implement an appropriate or certified environmental management system (e.g. ISO 14001) in order to minimize environmental pollution and hazards, to improve environmental protection in day-to-day business operations and to take sustainability aspects into account in their supply chain.

#### **3.2 Decarbonization And Energy Consumption**

Our Suppliers are also expected to advance the commitment to reduce energy consumption and greenhouse gases (decarbonization) and to reduce the impact on the quality of water, air and soil to an essential minimum while developing strategies for a resource conserving handling of available and used resources. Processes for the manufacture of goods or services shall be operated energy-efficiently and preferably with renewable energies.

## Supplier Code of Conduct

### Code of Conduct for Suppliers

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#### 3.3 Waste Management And Recycling

Our business partners undertake to at least implement the regulations and requirements of national and local regulations regarding the environmentally friendly handling, storage, disposal of waste by means of appropriate waste and hazardous substance management. The long-term reduction of waste shall be striven for in the process and solutions for the reuse/recycling of waste (e.g. reuse of packaging materials) shall be given preference.

#### 3.4 Biodiversity, Land Utilization And Deforestation, Animal Protection

Besides environmental protection, avoidance of excessive or unlawful land utilization is the basis for the preservation of biodiversity. Our Suppliers undertake to comply with the local and national regulations at a minimum. With respect to land utilization, when producing or acquiring products or raw materials, our Suppliers are urged to use resources responsibly and only acquire them from sources that explicitly prevent harmful soil changes and the destruction of natural habitats of species through the use of environmentally unfriendly substances and excessive land utilization.

When using raw materials derived from animals, species-appropriate husbandry shall be heeded and all statutory requirements with regard to animal protection observed. If technically possible, raw materials derived from animals shall be replaced by environmentally friendly substrates.

#### 3.5 Handling Critical Raw Materials

We expect our Suppliers to only use raw materials, the extraction, production, transport, processing and export of which does not contribute directly or indirectly to human rights violations, occupational health and safety risks, environmental pollution or any compliance violations.

For this purpose, we focus our due diligence particularly on the following raw materials and process materials with identified risks posed to the environment and human rights during extraction or further processing:

Aluminum/bauxite	Graphite (natural)	Magnesium	Steel / iron
Chromium	Cobalt	Manganese	Tungsten
Glass/quartz sand	Copper	Natural rubber	Zinc
Gold	Lithium	Nickel	Tin

Insofar as our Suppliers use critical raw materials or process materials for the manufacture of their goods (e.g. components), we expect them to acquire these materials from verified sources, and to ensure for themselves and their upstream Suppliers that the EU Conflict Minerals Regulation ((EU ) 2017/821) is complied with, and the compliance thereof is checked and documented accordingly through appropriate means (e.g. CMRT or EMRT) to be referred to in case of doubt.

## Supplier Code of Conduct

### Code of Conduct for Suppliers

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#### 3.6 Prohibited Substances

All Suppliers undertake to comply with and implement the legal regulations applicable to the handling of prohibited or restricted substances, in particular, but not limited to the following:

- (EC) Regulation 1907/2006 (REACH), Chemicals Act (ChemG), Chemicals Prohibition Act (ChemVerbotsV)
- (EC) Regulation 1272/2008, Hazardous Substances Act (GefStoffV)
- Electrical and Electronic Equipment Directive 2011/65/EU (Directive on the restriction of hazardous substances (RoHS)), in the past 2002/95/EC and 2012/19/EU (Directive on Waste Electrical and Electronic Equipment (WEEE)), in the past 2002/96/EC, Electrical and Electronic Equipment Act (ElektroG), Ordinance on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment (ElektroStoffV)
- Dodd Frank Act, Sect. 1502

## 4 Ethical Business Practices

### 4.1 Fair Competition

Our Suppliers undertake to conduct their business in full compliance with applicable antitrust and fair competition laws.

### 4.2 Protection Of Confidential Information And Privacy

Our Suppliers undertake to protect confidential information appropriately and to use it only to the extent permitted and, in particular, not to pass it on to unauthorized third parties. Our Suppliers undertake to observe the applicable data protection regulations. In addition, we expect that our Suppliers comply with individual contractual confidentiality obligations.

### 4.3 Plagiarism And Intellectual Property

The use of counterfeit materials and plagiarism is prohibited.

Furthermore, we respect intellectual property and therefore shall not use or publish it without authorization. This applies, in particular, to intellectual property that is protected by patents, copyrights or trademarks. We expect our business partners to do the same.

### 4.4 Integrity In Business Transactions

Our Suppliers undertake to prohibit, refrain from and not to tolerate any form of corruption, extortion, breach of trust and embezzlement. In particular, Suppliers shall not offer or accept bribes or other illegal payments – especially when public officials are involved – nor directly or indirectly give or accept invitations, gifts, advantages or



## **Supplier Code of Conduct**

### **Code of Conduct for Suppliers**

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benefits outside the legally permissible framework. Suppliers shall also refrain from offering or giving gifts or other benefits for the personal benefit of our employees or persons close to them such as their relatives and friends.

#### **4.5 Conflicts Of Interest**

We expect that our Suppliers notify us without delay regarding existing and potential conflicts of interests if these arise or are detected during the pursuit or performance of a contract. Conflicts of interest are situations in which personal interests conflict or can conflict with the interests of the respective Eisenmann company or its affiliated companies. Private interests shall not influence the business activities of employees of the Supplier and Eisenmann. Business decisions shall be based exclusively on factual and objective considerations.

#### **4.6 Financial Responsibility (Accurate Records)**

We expect that our business partners observe the respective applicable statutory regulations and are aware of their financial responsibility. All business transactions shall be carried out with full transparency and be accurately reflected in the financial disclosures and accounting books.

#### **4.7 Disclosure Of Information**

Financial and non-financial information to be published shall be disclosed according to the standards of the industry and the legal framework.

#### **4.8 Anti-Money Laundering Policy**

Our Suppliers undertake to observe the applicable regulations protecting against money laundering. Money laundering is the process of covering up funds from illegal activities, such as terrorism, drug trafficking, or the funneling of money from illegal activities into the legal financial and economic cycle in order to give them the appearance of legality and to cover up the real origin or identity of the owner. Eisenmann only maintains business relationships with business partners whose business activities are in accordance with the applicable laws and regulations and whose financial resources are of legal origin.

#### **4.9 Export Controls And Economic Sanctions**

We expect our business partners to comply with all applicable import and export control laws, sanctions and embargos as well as restrictions for the export or re-export into certain countries of destination. In addition, we expect compliance with the prohibition of transactions involving certain countries, regions, organizations or even individual persons.

# Supplier Code of Conduct

## Code of Conduct for Suppliers

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### 5 Implementation of the Code of Conduct

#### 5.1 Security Within The Supply Chain

The Suppliers undertake to ensure that the principles specified in this Code of Conduct are also observed within their overall supply chain. In doing so, particular attention shall be paid to ensuring that both transparency and traceability across all stakeholders in a supply chain (supply chain mapping) and appropriate control mechanisms to ensure compliance (supply chain monitoring) are in place.

#### 5.2 Inspections/Audits And Sanctions

We reserve the right to carry out checks/inspections or audits at the Suppliers if needed, above all, to check compliance of the contractual and statutory obligations, but also to assess their corporate social responsibility (CSR) and sustainability strategy.

In case of a violation against the contractual or statutory obligations on the part of Suppliers, latter shall bear the costs incurred by the inspection/audit. The assumption of obligations or responsibilities by Eisenmann is hereby expressly excluded.

An audit may result in the definition and subsequent monitoring of provisions, but also the reassessment of the aptitude of the Supplier, so that the Supplier can only be used to a limited extent, or is temporarily or permanently blocked as a Supplier.

#### 5.3 Consequences Of Violations Against The Supplier Code Of Conduct

Any violations against the principles and requirements specified in this Supplier Code of Conduct shall be deemed a major breach of the Supplier's obligations arising from this contract.

In case of violations on the part of the Supplier or one of its sub-suppliers against the Supplier Code of Conduct, Eisenmann shall be entitled to take appropriate action and in particular, to inform the Supplier of the violations. If a violation cannot be rectified, is not rectified within an appropriate period of time, or the continuation of the contract is unreasonable for Eisenmann, Eisenmann shall be entitled, without prejudice to further claims, to withdraw from or terminate the contract or terminate it.

Furthermore, Eisenmann shall be entitled to terminate the business relation with the Supplier upon unsuccessful warning if the Supplier or one of its sub-suppliers denies or prevents Eisenmann or a third party from exercising the control rights.

The right of Eisenmann to assert further legal remedies, including temporary legal protection and further damages of any kind, remains unaffected.

## Supplier Code of Conduct

### Code of Conduct for Suppliers

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This Supplier Code of Conduct applies to all future contracts and orders between Eisenmann and the Supplier as well as to all existing, not yet fully completed contracts and orders between Eisenmann and the Supplier. The control right also applies to all contracts and orders that have already been fully processed.

The Eisenmann Supplier Code of Conduct applies for the benefit all companies within the Eisenmann group. Aforementioned agreements are in each case subject to the law of the location in which the respective purchasing Eisenmann company has its principal place of business.

By accepting our orders, the Supplier undertakes to comply with all obligations arising from this Supplier Code of Conduct in addition to the obligations arising from supply agreements or any other contracts.