



Supplier Code of **Conduct**



AERZEN
EXPECT PERFORMANCE



We continuously drive the sustainability of products and solutions by combining economic success, social responsibility and environmental protection in our business activities and enabling our customers to meet the current and future needs of society.

Inspired by the United Nations Global Compact initiative, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises, the Supplier Code of Conduct reflects our understanding of these recognised environmental, social and corporate governance (ESG) standards.

We expect our suppliers to fully comply with applicable laws and to follow internationally recognised ESG standards. In particular, we expect you as a supplier to recognise, support and comply with the following standards.

Environment

- You comply with all applicable environmental, health and safety regulations.
- You promote the safe and environmentally sound development and manufacture of your products, as well as their transport, use and disposal.
- Using appropriate management systems, you ensure that product quality and product safety meet the applicable requirements.
- You protect the lives and health of your employees and neighbours as well as the public against hazards that may emanate from your manufacturing processes and products.
- You use resources efficiently and continuously reduce your waste quantities as well as emissions to air, water and soil.
- You reduce the impact of your activities on biodiversity, climate change and water scarcity.



Society

- You support the protection of internationally proclaimed human rights and the fight against forced labour (this includes modern slavery and human trafficking) and child labour.
- You support the right to organise and the right to collective bargaining in accordance with applicable laws.
- You treat your employees with respect and create a working environment that is free from harassment or abuse of any kind. You speak out against harsh and inhumane treatment, unlawful practices or discrimination.
- You adhere to minimum wages and maximum working hours in accordance with local laws and ensure compensation of a living wage according to local living conditions.
- You do not supply products that contain minerals and materials from conflict regions and high-risk regions that may contribute to human rights abuses, corruption, the financing of armed groups or similar negative impacts. We expect you to carry out your due diligence on mineral supply chains in accordance with the OECD DDG recommendations.
- You allow your employees or other stakeholders to report concerns or potentially unlawful practices in the workplace.

Governance

- You consider corporate integrity as the basis for business relationships.
- You comply with all applicable national and international trade laws and regulations, in particular, but not exclusively, the rules of antitrust law, trade control and sanctions regulations.
- You prohibit bribery, corruption and money laundering.
- You prohibit gifts to private business partners or public officials that are intended to influence business decisions or otherwise encourage them to violate their obligations.
- You avoid or disclose any conflicts of interest that could lead to an impairment of objective decisions or influence business relationships.
- You respect the privacy and confidential information of all your employees and business partners and protect data and intellectual property from misuse.
- You implement appropriate compliance management that supports adherence to applicable laws, rules and standards.



It is important to us to ensure the principles of sustainable development in our supply chain. You can acknowledge the above principles or demonstrate your commitment to them through your own code of conduct or company policy that incorporates these standards.

We reserve the right to review compliance with this Code of Conduct as appropriate. For this purpose, we will coordinate the scope, time period and location with the business partner accordingly.

A breach of this Code of Conduct constitutes an impairment of the business relationship between us and the supplier.

In this case, we reserve the right to terminate the business relationship if no measures are taken to remedy such violations or systematic violations are identifiable and a continuation of the business relationship is no longer acceptable for us due to the severity of the violation.

We also expect our suppliers to make reasonable efforts to implement these standards with those suppliers used to fulfil the contractual relationship with us.

If you have any concerns about unlawful conduct or misconduct, please contact our whistleblower hotline, which can be found at the following link:



www.aerzen.com/compliance

Place, Date

Name

Signature

Your contact person:

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