

Code of Conduct for Suppliers of the WAFIOS Group

As of: March 2024

General

As a multinational engineering company operating responsibly, the WAFIOS Group (hereinafter referred to as "WAFIOS") is mindful of employees, customers and suppliers. WAFIOS supports visions and goals that meet a required level of sustainability with regard to human rights, working conditions, the environment, data protection and climate. Compliance with ethical standards and adherence to national and international law are at the heart of WAFIOS' Code of Conduct and represent a binding framework for the implementation of WAFIOS' values.

WAFIOS therefore expects its suppliers to comply with these standards as well to ensure that WAFIOS acts responsibly along the entire value chain. This Code of Conduct defines WAFIOS' principles and requirements for its suppliers with regard to their responsibility for people and the environment.

Compliance with Laws and Guiding Principles

- The Supplier shall comply with laws and provisions of the applicable legal system(s). The Supplier shall observe regulations and embargos that limit or prohibit import and export.
- The Supplier shall handle all procurement processes in accordance with the principles of fair competition, taking into account the prohibition of discrimination.
- Furthermore, the Supplier shall also undertake to comply with the UN Guiding Principles for Business and Human Rights.

Prohibition of Corruption and Bribery

- The Supplier shall undertake to promote fair competition, to comply with the existing competition and antitrust laws and to prevent any form of corruption and bribery.
- The Supplier shall avoid conflicts of interest and takes precautions to ensure that no unlawful offers of payment or similar inducements take place which might influence decision-making.

Compliance with Human Rights, Environmental Laws and Working Conditions

Employee Rights

The Supplier shall make sure

- That there is no discrimination based on gender, race, religion, age, disability, sexual orientation, national origin or other characteristics protected by law. The Supplier shall pay close attention to equal treatment, equal rights, diversity and equal opportunities for all employees.
- To respect the fundamental rights of every person, especially their personal dignity, privacy and personal rights.
- That no modern slavery takes place, i.e. that employees are not employed or forced to work against their will.
- That no child labor is used. That children under the legal minimum age or who are not at least 15 years old are not employed.
- That the freedom of association and the right to collective bargaining is respected.
- That the maximum working hours stipulated by law in the respective country are observed.
- That employees are paid appropriately and that the respective national minimum wage is observed.

Occupational Safety and Health at Work

- The Supplier shall take precautions to ensure that risks to the health and safety of employees are contained.
- The Supplier shall observe the applicable laws and regulation with regard to working conditions, in particular health and safety precautions, to protect the employees.
- The Supplier shall ensure that preventive measures against accidents and occupational diseases are implemented and that appropriate occupational safety training is provided for employees.

Environmental Protection and Sustainable Production

- The Supplier shall be committed to ensure a responsible and sustainable use of natural resources. Environmental impacts, like greenhouse gas and noise emissions, contaminations of air, water and

soil and excessive waste of water shall be minimized. Production and transport of products, as well as their disposal, shall be based on principles of environmental compatibility.

- In the manufacture of its products, the Supplier shall take into account the efficient use of water, raw materials and energy, in particular the use of renewable energies and renewable raw materials.
- The Supplier shall prevent waste, enable the reuse of resources and promote recycling.
- The Supplier shall not violate legitimate rights to take land, forests or waters whose use secures the livelihood of people.
- The Supplier shall ensure that chemicals are used responsibly. Chemicals or other materials that pose a risk if released into the environment must be identified and handled in such a way that safety is ensured when handling, transporting, storing, using, recycling or reusing and disposing of these substances.
- The Supplier shall comply with all applicable laws and provisions relating to the protection of the environment.
- The Supplier shall strive to establish and apply an environmental management system in accordance with ISO 14001 or an equivalent system.
- The Supplier shall aim to reduce CO2 emissions by increasing energy efficiency or, alternatively, by offsetting CO2 emissions which should be ensured by an energy management system such as ISO 50001.

Data Protection and Data Security

The Supplier shall guarantee the protection of personal data as well as the security and confidential handling of business, financial and other relevant data and business correspondence. The Supplier shall ensure that suitable measures are in place to protect commercially sensitive data and intellectual property.

Information Security

As soon as the Supplier has access to confidential or strictly confidential WAFIOS information, the following requirements relating to information security have to be met.

- The Supplier shall undertake to comply with the fundamental information security objectives (integrity, confidentiality, availability).

The fundamental information security objectives are defined as follows:

- Confidentiality: Making sure that information can only be viewed or used by authorized persons to ensure that sensitive data is protected from unauthorized access.
- Integrity: Making sure that information remains correct, unchanged and trustworthy by preventing manipulation, damage or unauthorized changes.
- Availability: Making sure that information and resources are accessible to authorized users at all times and in all places to ensure that systems and data are available whenever they are needed

WAFIOS reserves the right to regularly review the following defined information security requirements.

- Access to confidential and secret information shall be secured.
- If subcontractors are to be assigned, these subcontractors must be disclosed to WAFIOS and they must be approved by WAFIOS.
- Disclosure/transmission of confidential information is only permitted to the extent authorized by WAFIOS in accordance with the confidentiality agreement concluded between the parties.
- Information security incidents must be reported immediately to the information security officer of WAFIOS at informationssicherheit@wafios.de.
- WAFIOS shall be entitled to review the implementation of and compliance with the safety regulations and the agreed measures after prior notice. This can be done by reviewing appropriate documentation and records and/or by on-site inspection.

Supply Chain

- The Supplier shall require its own sub-suppliers to comply with the contents of this Code of Conduct to the best of their ability.
- The Supplier shall comply with the principles of non-discrimination in the selection of its sub-suppliers and in its dealings with them.



- The Supplier shall agree to exercise the necessary care in the procurement and extraction of raw materials (in particular with regard to the procurement or extraction of the minerals tin, tungsten, tantalum and gold, insofar as these are parts of their products). The procurement and use of raw materials that have been obtained illegally or through ethically objectionable or unreasonable measures shall be avoided.
- The Supplier shall ensure that no counterfeit parts (plagiarism) or materials from unauthorized sources are used along the supply chain.
- WAFIOS expects the Supplier to identify and reduce risks along the Supplier's supply chain.

WAFIOS reserves the right to change the requirements of this Code of Conduct if there are any appropriate changes in WAFIOS' compliance program. The Supplier shall be informed of the new version and shall commit to this new version in order to continue a successful cooperation.

WAFIOS reserves the right to request information and data from the Supplier in order to verify compliance with human rights and environmental obligations along the supply chain. The Supplier agrees to a possible review and undertakes to cooperate appropriately in the review.

Should the Supplier violate the provisions set forth herein, WAFIOS shall immediately notify the Supplier in writing and set a reasonable grace period for the Supplier to bring its conduct into compliance with these provisions.

WAFIOS reserves the right to terminate the business relationship with the Supplier if the Supplier has seriously violated these rules of conduct.

As a supplier of the company WAFIOS, we hereby confirm that we recognize this Code of Conduct as binding for our business relationship.

Company _____

Address _____

Name in block letters _____

Place, date _____

Signature _____