

## Code of Conduct for Business Partners of the Encavis Group

Economic success and social responsibility are inseparably linked. Responsible and ethical behaviour towards employees, business partners and society is an integral part of Encavis' value system. In addition, sustainability and responsible action are firmly anchored in our corporate culture. We attach just as much importance to compliance with essential standards focusing on the environment, social matters and corporate integrity as to the economic success and further development of our Group.

Against this background, the Encavis Group, which includes all subsidiaries in which Encavis has a majority shareholding (>50%), regards the recognition of general international agreements and standards as the basis for the business relationship, is itself a member of the United Nations Global Compact Initiative and thus respects human rights, labour standards, the environment as well as business ethics.

Accordingly, Encavis expects its business partners to acknowledge the United Nations Guiding Principles on Business and Human Rights and to comply with fundamental conventions of the International Labour Organisation (ILO). All business partners shall acknowledge the fundamental laws, regulations and policies relevant to their respective activities carried out jointly with or on behalf of Encavis.

The rules of conduct set out in this Code of Conduct (hereinafter also referred to as the "Business Partner Code of Conduct" or "BPCC") are generated from this commitment.

### I. Environment and climate

#### > Environmental regulations

Our business partners shall comply with applicable environmental, health and safety laws.

#### > Environmental impact

Our business partners shall conduct their business responsibly with regard to environmental risks and impacts. Encavis expects business partners to use their management systems to develop and apply processes and procedures to minimise environmental impacts and risks and to continuously improve their environmental performance. They shall use resources efficiently, employ energy-efficient and environmentally friendly technologies and reduce waste and emissions to air, water and soil.

#### > Greenhouse gas emissions and energy

Our business partners shall continuously work to minimise greenhouse gas emissions in line with the Paris Agreement (limitation of global warming to 1.5 degrees by achieving a climate-neutral world by 2050), use renewable energy and improve energy efficiency.

## II. Society

### > Human rights

Our business partners shall respect the protection of internationally proclaimed human rights and fight against forced labour (including modern slavery and human trafficking) and child labour.

### > Labour standards

Our business partners shall treat their employees with respect and create a workplace that is free from harassment or abuse of any kind, without harsh and inhumane treatment and free from unlawful practices or discrimination. Business partners shall create an inclusive work environment that respects the diversity of their employees and the local community. They shall enable their employees or other stakeholders to report concerns or potentially unlawful practices in the workplace (including whistleblower tool).

### > Freedom of association and collective bargaining

Our business partners shall respect the rights of employees to freedom of association and collective bargaining in accordance with applicable legislation.

### > Working hours and remuneration

Our business partners shall adhere to minimum wages and working hours in accordance with local laws and ensure compensation of a living wage according to local living conditions.

### > Respect for diversity

Our business partners shall act responsibly in their dealings with local communities. This also applies to indigenous peoples and landowners, whose rights, livelihoods, resources and cultural heritage must be respected and treated with esteem and fairness.

## III. Business ethics

### > Anti-corruption

Our business partners shall prevent corruption in any form.

### > Fair competition

Our business partners shall comply with competition and antitrust laws.

### > Conflicts of interest

Our business partners shall take adequate precautions to prevent relationships, activities or transactions where private interests or relationships have influenced or may potentially influence a business decision.

### > Money laundering prevention

Our business partners shall comply with applicable laws on the prevention of money laundering.

### > Protection of confidential information

Our business partners shall protect confidential and other proprietary information and trade secrets they receive from us in the course of the business relationship.

### > Data protection and IT security

Our business partners shall comply with applicable data protection and information security requirements in their handling of information.

### > Insider knowledge

Our business partners shall comply with insider trading laws. Where our business partners become aware of such information, they shall handle it in accordance with insider trading regulations.

## Sense of responsibility

We expect our business partners to know their business areas or markets, where stricter rules than those described in this BPCC may apply. In such cases, our business partners shall guarantee that such rules are applied. Our business partners shall ensure that their own business partners who are used for or on behalf of Encavis are also aware of and comply with the minimum requirements of the Encavis BPCC (supply chain compliance).

Some Encavis Group companies have developed their own BPCC due to business-specific requirements or have committed to a customer to comply with the latter's Code of Conduct, which may contain additional requirements that go beyond the minimum standards of the Encavis BPCC. In these cases, our business partner shall also be obliged to comply with the specific Supplier Code of Conduct that is applicable to the contractual relationship with the Encavis Group company.

## Dealing with suspicions

In the event of violations of the Encavis BPCC, Encavis reserves the right to respond appropriately depending on the severity of the violation. This includes, but is not limited to, the demand to remedy the violation without delay, the assertion of claims for damages or the termination of the contract. In the event of serious violations of the BPCC, Encavis reserves the right to terminate the contract without notice.

## Implementation and control

Our business partners shall implement appropriate processes to ensure compliance with this BPCC. Upon Encavis' request, the business partner shall provide the necessary information.

In case of reasonable doubt, Encavis is entitled to verify compliance with the applicable principles by means of an audit based on the OECD Due Diligence Guidance. If, in the opinion of Encavis, the principles are not complied with, the business partner shall, together with Encavis, take necessary steps to ensure implementation.

## Contact

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