

Supplier Code of Conduct (SCoC)

Improve – sustainable change and renewal!

As a steadily growing and successful family-owned business, the Piepenbrock Group is committed to complying with applicable laws, adhering to ecological, social, and ethical standards, and engaging in sustainable practices. It is our responsibility to ensure that our services are provided within a value chain that aligns with international norms and principles of business conduct. We have therefore summarised our expectations regarding working conditions, health and safety, environment, and business ethics in this Supplier Code of Conduct.

This is the standard we set for ourselves, our business partners, suppliers, and subcontractors as we strive for further success in the future.

This expectation is also held by the Piepenbrock Group for all employees within the company and for the companies with which it collaborates. Our employees are subject to a separate Code of Conduct, which includes this. Adherence to our corporate values is a fundamental requirement for shared work quality, economic success, and sustainable mutual corporate development.

Basic behavioural requirements

We expect our suppliers to familiarise themselves with the standards outlined in this Code of Conduct, to acknowledge and implement them, and to integrate the requirements into their supply chains.

The Piepenbrock Group's Supplier Code of Conduct is based on the principles of the United Nations Global Compact (UNGC) and the core labour standards of the International Labor Organization (ILO). The declaration is complemented by the Declaration of Human Rights Strategy.

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The ten principles of the Global Compact

We expect our suppliers and business partners to:

1. Support and respect the protection of international human rights
2. Ensure they do not contribute to human rights abuses
3. Uphold freedom of association and effective recognition of the right to collective bargaining
4. Advocate for the elimination of all forms of forced labour
5. Advocate for the abolition of child labour
6. Advocate for the elimination of discrimination in employment and occupation
7. Follow the precautionary approach in dealing with environmental issues
8. Take initiatives to promote greater environmental awareness
9. Accelerate the development and dissemination of environmentally friendly technologies
10. Oppose all forms of corruption, including extortion and bribery

Environmental and climate protection

We expect our suppliers to comply with all applicable environmental regulations and to align products, materials, and services with the principles of sustainability.

Our suppliers drive efforts to reduce energy consumption and greenhouse gas emissions,

minimise environmental impacts from waste, wastewater, emissions, and noise to the essential minimum, and promote good water and air quality.

Our suppliers respect and promote the protection of the environment, ecosystems, biodiversity, and the well-being of animals. They pay attention to responsible management of natural company areas concerning their land use and deforestation, the preservation of soil quality, and the protection of biodiversity.

Our suppliers must ensure ecological safety in handling, developing, manufacturing, transporting, storing, using, recycling, and disposing of waste, exhaust gases, wastewater, chemicals, and hazardous substances in accordance with laws, regulations, provisions, and ordinances.

Measures to reduce waste should be maintained, including waste management aimed at waste prevention, recycling, and increased return to cycles to conserve natural resources and ensure the protection of humans and the environment in waste generation and management.

Occupational safety and health protection

We expect our suppliers to commit to protecting the health and safety of their employees.

Suppliers ensure a clean, healthy, and safe working environment for their employees that meets or exceeds legal standards, guidelines, and norms. Employees are regularly

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trained on relevant aspects of health and safety in the workplace.

Our suppliers actively promote the physical and mental health of their employees.

The health and safety requirements mentioned here also apply to subcontractors working on the premises of the Piepenbrock Group.

Compensation and working hours

We expect our suppliers to adhere to working hours in accordance with local laws and industry-specific regulations, ensure timely payment, and comply with legal minimum wages and social benefits.

Discrimination, inequality, and harassment

We expect our suppliers to strongly oppose discrimination, inequality, and harassment and take action against them.

No one should be discriminated against, favoured, or harassed based on characteristics such as gender, skin colour, religion, nationality, political or other beliefs, ethnic origin, disability, age, sexual orientation, or any other characteristics protected by local laws.

Our suppliers advocate for a respectful, tolerant, and prejudice-free environment and promote diversity and inclusion as part of holistic, fair societal progress.

Trade control regulations, competition laws, and corruption

We expect our suppliers to comply with applicable import and export control laws, sanctions and embargoes, as well as national and international competition laws and cartel rights.

Our suppliers do not engage in agreements on markets, customers, and prices and oppose any form of corruption, fraud, theft, embezzlement, money laundering, or terrorism financing.

Confidentiality, data protection, and intellectual property

We expect our suppliers to observe strict confidentiality and comply with applicable laws and rules when collecting, storing, processing, or transmitting personal data.

Business relationships between the Piepenbrock Group and its suppliers are subject to the highest level of confidentiality and secrecy. The disclosure, dissemination, or publication of information requires mutual consent in all cases.

The obligation of confidentiality and secrecy continues even after the termination of the business relationship.

Respecting the intellectual property of others is imperative.