



Code of conduct for suppliers



WashTec **Code of conduct for suppliers.**



Preamble

WashTec Group (“WashTec”) is proud to have suppliers and service providers all over the world. Our philosophy is to make business relationships as beneficial, reliable and sustainable as possible for both parties. However, our long-term success depends not only on the high performance of our products and services and competitive prices but also on our commitment to strict compliance with all applicable laws and regulations as well as the compliance with, and furtherance of, high ethical business standards. In this context WashTec expects from all its partners active support to ensure successful development of WashTec and to adhere to all applicable laws and regulations and to principles that conform to highest possible standards of business. We consider the principles outlined below as essential conditions for a business relationship with WashTec. All partners of WashTec shall confirm compliance to this code of conduct for suppliers by signing with authorized signature.

1. Dealing with Conflicts of Interest

WashTec selects partners solely on competitive merit, primarily based on a comparison of cost, quality, performance and suitability of the products or services offered. Any conflict of interest which may adversely influence business relationships shall be avoided. WashTec requires transparency of all business transactions, where WashTec partners have any relationship with WashTec employees.

2. Prohibition of Corruption and Bribery

WashTec expects from its employees and requires its partners to strictly reject all active or passive granting of advantages in the awarding of contracts or placing of orders. No employee or representative may grant or accept any payments or compensations, gifts or invitations or any other special favor that could be deemed to be a bribe or corruption.

3. Confidential information

Confidential information belonging to WashTec and which is not publicly accessible must not be disclosed to any other persons than those for whom it is intended. It must be ensured that confidential information cannot come into the possession of any unauthorised party.

4. Legal Compliance

All partners of WashTec shall undertake to comply with all laws and regulations of the applicable legal systems.

5. Fair Competition

All partners of WashTec shall act in accordance with national and international competition laws. They shall not participate in price fixing, market sharing and capacity agreements, bid rigging with competitors, the allocation of regional markets or customers and controlled pricing.

6. Prevention against Social Engineering Fraud

Social Engineering is defined as the act of influencing a person to accomplish or execute goals or actions that are not likely to be in that person's best interest ("human hacking"). All partners of WashTec shall be aware of this threat and shall be equipped to detect and prevent this type of fraud. This includes measures such as an appropriate password policy and control, specific policies on how to prevent and respond to an attack and respective trainings of its employees.

7. Compliance with International Social and Environmental Standards

All partners of WashTec shall be committed to offering all its employees a safe and healthy working environment and to continually improving this environment. All partners of WashTec shall help protect the environment, minimize the use of resources and avoid any negative impact on our environment.

All partners of WashTec respect the diversity and backgrounds of all employees. This applies to gender, nationality, age, religion etc. All partners of WashTec are prohibited from using any forced, bonded or otherwise indentured labor. There shall be no unacceptable treatment of employees such as mental cruelty, sexual harassment or discrimination. Child labor and any form of exploitation of children is prohibited. The remuneration paid for regular working hours, overtime and compensation for hours worked in excess of contract or regular work schedules shall meet the legal minimum wage and/or industry standards. The maximum working time per day shall be considered in accordance with the laws in force.

It is the responsibility of all partners of WashTec to instruct their employees, representatives, agents and subcontractors accordingly and ensure compliance with this code of conduct for suppliers. Should WashTec find any evidence that these principles have been violated, WashTec will undertake to investigate any breaches by suitable means.

In the case of reliable indications of material breaches, all partners of WashTec shall inform us immediately. The partner may contact the Legal Department or the Internal Audit department or use an electronic portal (BKMS® System), which is available either through WashTec website (www.washtec.de) or via a direct link (ir.washtec.de/whistleblower-system).

Supplier's confirmation of compliance:

We, the undersigned hereby confirm that:

- We have received and taken due note of the contents of the WashTec code of conduct for suppliers as published by WashTec
- We are aware of all relevant laws and regulations of the countries in which our company operates
- We have understood and will comply with the WashTec code of conduct for suppliers.

(place / date)

(signature managing director/s)

www.washtec.com
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