

Supplier Code of Conduct

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Introduction

As an engineering services company, VTU Management GmbH, along with all its subsidiaries (here referred to as VTU Group), provides services to production facilities in various industries such as biotech, pharma, chemical and oil & gas. Our clients operate existing production plants and construct new ones in different parts of the world. Our goal is to optimally support them, staying true to our overall mission statement: “Creating sustainable values as best-choice partner”.

In the course of business operations, all companies within VTU Group place special emphasis on the responsible handling of Corporate Social Responsibility (CSR) matters. This is part of our self-conception and significantly contributes to our success. We commit to act responsibly beyond legal requirements and raise awareness for CSR matters. In this respect, we have equally high standards for all our contractors (trading partners, suppliers, contractors, agents, consultants, intermediaries, lobbyists, other representatives).

To ensure fulfillment of corporate due diligence requirements in the supply chain, contractors engaging in business transactions with a company within VTU Group commit to adhering not only to all applicable laws and regulations but also to the standards outlined in this Supplier Code of Conduct (SCoC). Furthermore, contractors are encouraged to demand and ensure compliance with these standards within their own supply chains.

This Supplier Code of Conduct (SCoC) was established in accordance with the VTU CSR Policy and the VTU Code of Conduct. Its fulfillment is a globally applicable mandatory requirement for all business relationships with companies within VTU Group.

Ethics

Contractors of a company within VTU Group align their actions with international standards, just like VTU Group itself. These standards include the UN Guiding Principles on Business and Human Rights and the principles of the UN Global Compact.

They strive for:

- Protection and respect for human rights, as well as the elimination of any human rights violations
- Avoidance of conflicts of interest and open communication when they arise
- Protection of VTU's personal data from any improper disclosure, theft or misuse
- Implementation of measures to prevent the risk of becoming involved in unethical, illegal or criminal activities such as money-laundering or terrorist financing or engagement with business partners that are the target of economic sanctions or export control laws
- Prohibition of corrupt and anti-competitive practices and all forms of bribery

Health and safety

As a guiding basis for the work standards related to health and safety matters, contractors of companies within VTU Group rely on the International Labour Organization (ILO) conventions

They strive for:

- Prevention of all forms of slavery, forced labor, child labor, exploitation, or coercion
- Preservation of the right to freedom of association and collective bargaining
- Ensuring that appropriate market wages are paid for all services in the value chain and that the working hours spent are within the legal framework,
- Prohibition of discrimination and harassment
- Creation of safe and healthy working conditions
- Treating employees equally, according to their abilities and qualifications

Environmental and climate protection

Contractors of a company within VTU Group strive for the following in all business activities:

- To identify and prevent or minimize actual and potential environmental and climate risks and damages from their operations, including products and services
- To prevent or minimize work-related environmental risks and damages.
- To continuously look for ways to reduce their ecological footprint and CO₂ emissions in order to protect the environment
- To efficiently use sustainable energy sources
- To preserve natural resources

Reporting violations

VTU Group expects its contractors to openly address compliance concerns and to report any suspicious observations of any nature, as well as violations of legal regulations or of this Supplier Code of Conduct (SCoC). Where the requirements in the SCoC are stricter than local laws, the requirements of the SCoC must be applied. In the event of actual or potential contradictions between the SCoC and applicable laws/regulations, suppliers must notify VTU. For receiving and addressing relevant reports of violations or discrepancies, we refer to compliance line on the homepage [Compliance - VTU Engineering](#).

If a contracting company violates any of the requirements contained in this SCoC or fails to implement recommended corrective measures, the VTU Group reserves the right to terminate the business relationship with that company (including the termination of existing contracts). VTU Group is not liable for any resulting claims for losses or damages.

Compliance, verification and control

Contractors of a company within VTU Group confirm that they understand the presented SCoC and agree to it. This implies that they guarantee compliance with the specified requirements in their own value chain and ensure it during every delivery of products or services to a VTU Group company.

This requires informing your employees about the contents of this SCoC. Additionally, contractors commit to providing documentation upon request by VTU Group to confirm adherence to the specified standards. To ensure compliance, VTU Group may also conduct on-site inspections when necessary.

If you have any questions about the content of this document, please contact the VTU EHS & Sustainability Department at sustainability@vtu.com.

The contracting company confirms with their signature that they have understood and adhere to this Supplier Code of Conduct.

Company:

Name:

Function:

Date:

Signature:
