

# Supplier Code of Conduct

**DEAR SUPPLIERS, SUBCONTRACTORS  
AND CONTRACTUAL PARTNERS(1)!**

## **TOGETHER FOR A SUSTAINABLE FUTURE**

The present Code of Conduct for business partners is based on our values and the relevant company policies of Molin. It forms the basis for all business actions and decisions.

The Code aims to convey a clear and fundamental understanding of the sustainable behavior we expect from all our business partners. When selecting our business partners and assessing new and existing supply relationships, not only economic criteria are relevant, but also environmental protection, compliance with human rights, labor and social standards, as well as anti-discrimination and anti-corruption requirements.

Your commitment matters – we expect our business partners to comply with all applicable laws and to adhere to internationally recognized human rights, environmental, social and corporate governance standards (“ESG Standards”), as defined in international conventions. We also expect our business partners to implement these standards with their own suppliers and subcontractors and to further develop them throughout the supply chain.

With your support and our products, ideas and innovations, we work to make the best possible contribution to a livable future with more quality of life for all.

## ENVIRONMENT

- All applicable environmental, occupational safety and security regulations, as well as international agreements on environmental standards, must be complied with and enforced.
- Promotion of safe and environmentally sound development, manufacturing, transportation, use (including reuse) and disposal (recycling) of your products.
- Appropriate management systems ensure that product quality and safety meet applicable requirements.
- Protecting the lives and health of your employees and neighbors has the highest priority, as does protecting the public from hazards that may arise from your manufacturing processes and products.
- The preferential use of renewable energy sources, energy-efficient and environmentally friendly technologies, efficient use of resources, reduction of waste volumes as well as emissions into air, water and soil are defined in the company objectives.
- All efforts must be made to reduce negative impacts on biological diversity, soil quality, climate change, land use, deforestation and water scarcity in order to protect the livelihood of all people.
- Efforts must be undertaken to ensure the responsible use of water resources and the protection of water quality. Measures must be taken to minimize water consumption and to implement efficient water management practices. Water sources must not be excessively strained or polluted.
- Measures to minimize emissions in order to protect air and soil quality are pursued. Business practices must not harm endangered species or ecosystems. Responsible land use, including the avoidance of deforestation, must be pursued. Noise emissions must be minimized,

and legal noise limits must be observed. The careful and sustainable use of natural resources must be ensured.

- A ban on unlawful forced eviction and unlawful deprivation of land, forests and water rights applies. Land, forest and water rights of affected communities must be respected and protected. Business activities must not contribute to forced evictions or expropriations.
- We expect you to recognize the urgency of measures to combat climate change and to commit to reducing greenhouse gas emissions throughout the supply chain (decarbonization). This requires setting ambitious targets for reducing your own greenhouse gas emissions and taking measures (including training) to achieve these targets. The long-term goal is climate neutrality. You also encourage and support your own suppliers to reduce emissions and adopt more sustainable practices.
- Especially as a Tier-1 supplier, you commit to defining, implementing and enforcing sustainability requirements and similar standards along your supply chain.

## SOCIAL

- It must be ensured that internationally proclaimed human rights are protected in your activities and towards your employees, and that neither directly nor indirectly forced labor (including but not limited to modern slavery and human trafficking) or any form of child labor is used, nor any preliminary products produced with such labor.
- Recruitment of labor must be based on ethical and fair practices. Unethical practices such as false promises, forged documents or payments may not be tolerated or supported.
- Freedom of association and the right to collective bargaining in accordance with applicable laws must be actively supported.
- All employees must be treated with respect. Diversity, equality and inclusion must be promoted. Any form of discrimination, unequal treatment, harassment, abuse or inhumane treatment—e.g. based on ethnic origin, nationality, race, color, religion or belief, gender, sexual orientation, gender identity/expression, age, physical or mental disability, political or union affiliation, nationality, motherhood, marital status or other legally protected characteristics (e.g. rights of minorities and indigenous peoples)—is prohibited. Compliance with these aspects must also be ensured in the selection of your suppliers and subcontractors.
- Minimum wages and working time regulations according to local laws must be observed, and a living wage appropriate to local living conditions must be ensured.
- Measures must be implemented to ensure and promote physical integrity and health in the workplace. All employees must receive information and training on occupational safety and health, and compliance with laws, rules and standards must be monitored and enforced by management.

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- All employees and stakeholders must have the opportunity to report concerns or potentially unlawful practices in the workplace and must be protected from any retaliation.
- Women must be treated fairly and equally with regard to hiring, promotion, working conditions, remuneration and benefits.
- It must be ensured that no products containing conflict minerals are supplied that directly or indirectly finance or support armed groups or cause human rights violations, as described in Annex II of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD DDG). We expect you to fulfill your due diligence obligations according to these OECD guidelines.
- Regardless of whether private or public security forces are used, it is essential that they are adequately trained and supervised. Their deployment must not lead to human rights violations. All security personnel must have the necessary training and sensitivity to act ethically and lawfully. Appropriate control mechanisms must be implemented.

## GOVERNANCE

- All applicable national and international trade laws and regulations must be complied with, in particular—but not limited to—competition and antitrust laws, export controls and sanction regulations.
- Corporate integrity is the basis for all business relationships. Appropriate controlling measures must ensure compliance with international reporting standards and accurate, consistent documentation. Financial responsibility and transparency in the supply chain (disclosure of information) are required.
- Any form of bribery, corruption or money laundering is strictly prohibited.
- Gifts to private individuals or public officials aimed at influencing business decisions or inducing them to violate their obligations are prohibited.
- In cases of personal or economic conflicts of interest, business partners must act solely in the interest of MOLIN. Personnel decisions or business relationships with third parties must be based solely on objective criteria. In the event of an existing or potential conflict of interest—even the appearance of such—business partners must disclose the situation via the reporting system at [compliance@molin.at](mailto:compliance@molin.at) and obtain approval before concluding the transaction.
- The privacy and confidentiality of your employees' and business partners' information must be respected. Data and intellectual property (trade secrets, patents, trademarks, copyrights, business and marketing plans, etc.) must be protected from misuse. Ongoing cybersecurity measures must ensure information security and data protection compliance.
- Companies must develop their products and services using appropriate methods to minimize the risk of plagiarism and counterfeit materials. Effective procedures must be established to detect counterfeits and prevent their resale.
- An adequate compliance management system must be in place to support adherence to applicable laws, rules and standards.

- Training measures must be implemented to provide managers and employees with appropriate knowledge and understanding of this Supplier Code of Conduct, applicable laws and recognized standards.
- A reporting system in line with the EU Whistleblower Directive must be implemented, allowing anonymous reporting of legal violations or deviations from the Code of Conduct. This ensures protection from retaliation.

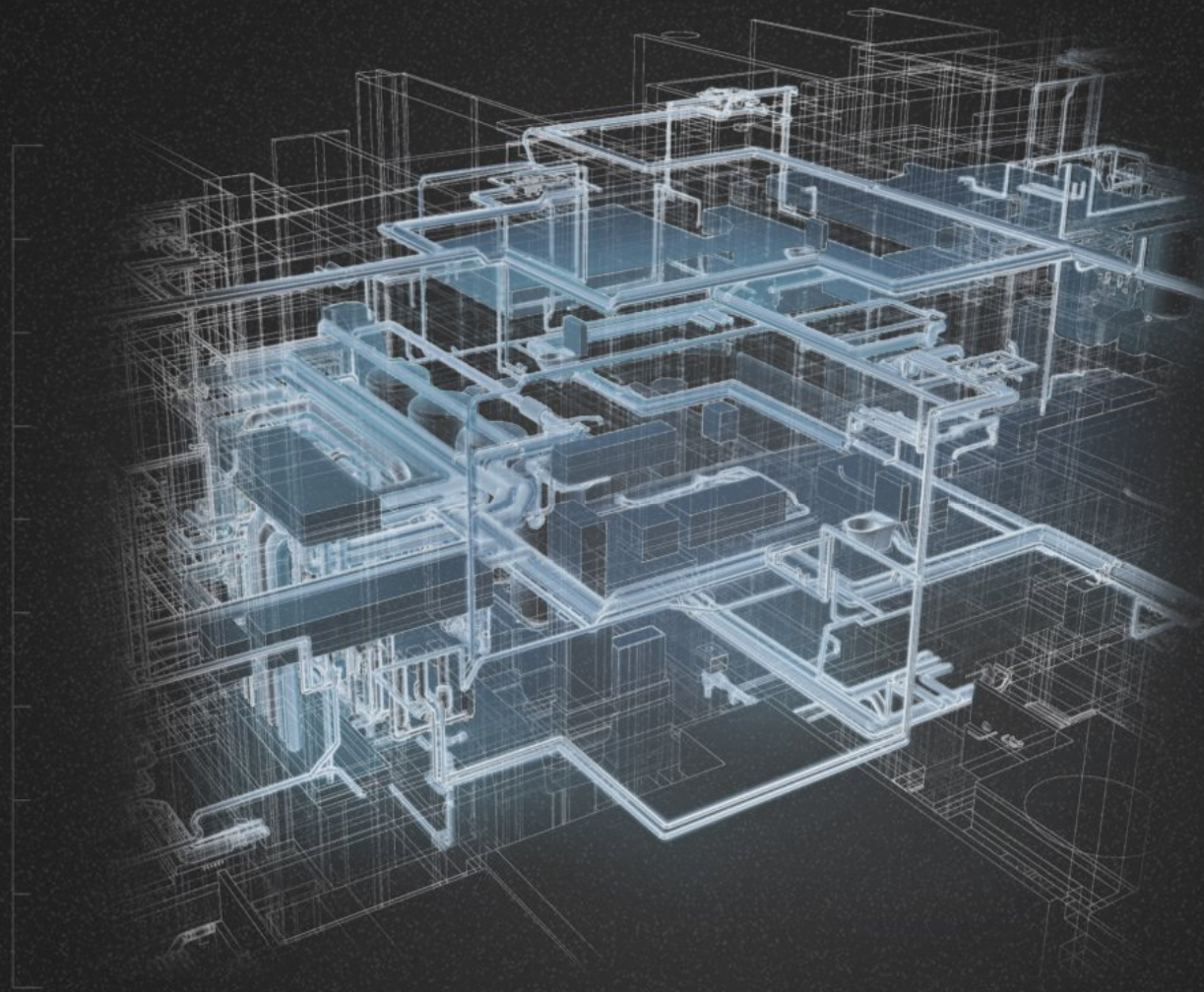
You may acknowledge these principles or demonstrate your commitment to them through your own Code of Conduct or company policy that incorporates these standards.

MOLIN reserves the right to conduct audits or assessments to ensure compliance with laws, rules and standards, and may take appropriate action regarding the business relationship if concerns arise.

Additional contractual obligations remain unaffected by this Supplier Code of Conduct. This applies particularly to legal requirements for supply chains. If you have concerns regarding unlawful behavior or misconduct, please contact the responsible MOLIN reporting office at [compliance@molin.at](mailto:compliance@molin.at) or [whistleblower@molin.at](mailto:whistleblower@molin.at).

**YOU ARE PART OF OUR SUPPLY CHAIN – MOLIN COUNTS ON YOUR COMMITMENT!**

# WE CREATE INNER VALUE.



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