

Supplier Code of Conduct

Supplier (company name, address):

Two goals that REMONDIS Maintenance & Services and its subsidiaries pursue are to be the best partner for sustainable solutions and to set new standards in their fields of business. At the same time, we are committed to running our company in an economically, environmentally and socially responsible way. We also expect our employees to observe these principles – i.e. to behave in an economically, environmentally and socially responsible manner and to integrate these principles into our company culture. Furthermore, we strive continuously to optimise our business operations and our products and/or services to make them more sustainable and call on our suppliers to support our efforts by following an integral approach. A number of these fundamental principles, which we believe to be of particular importance, have been set out in our Code of Conduct. We expect all our suppliers to conduct themselves in the same way.

Both contractual parties agree that the following regulations for a mutual Supplier Code of Conduct shall be binding for the work they carry out together. This Agreement shall act as the basis for all future deliveries and services and is a constituent part of the supplier selection and evaluation process. Both contractual parties acknowledge and accept that they shall adhere to the principles and requirements set out in this Supplier Code of Conduct and shall make every effort to ensure that their own subcontractors sign a contract that makes it obligatory for them to adhere to the standards and regulations stipulated in this document. A breach of this Supplier Code of Conduct may be grounds for the company to terminate its business relationship and all related supply agreements.

REMONDIS Maintenance & Services has set up a digital whistleblower system to enable you to notify us should a breach be observed within the supply chain. Such information can, of course, be submitted in person or in writing.

- HINTBOX <https://whistleblowing-rms.de>

- By post, by email or in person to:

REMONDIS Maintenance & Services GmbH & Co.KG // Abteilung Recht/Compliance // Emdener Str. 278 // 50735 Köln // Deutschland

E-Mail: rms-recht-compliance@remondis.de // T +49 (0) 221 7177-611

This Supplier Code of Conduct is based on national laws and regulations as well as on international treaties such as the United Nations' Universal Declaration of Human Rights, the Guidelines on Children's Rights and Business Principles, the United Nations' Guiding Principles on Business and Human Rights, the international labour standards set out by the International Labour Organisation and the United Nations Global Compact.

1. Requirements of Suppliers

Rejection of Forced Labour

Under no circumstances may forced labour, slavery or any other such kind of labour be used. All work must be voluntary and employees must be free to leave work or terminate their contract of employment at any time. Moreover, workers may never be treated in an unacceptable way, such as being subjected to psychological hardship or sexual and personal harassment.

Prohibition of Child Labour

Children may not be permitted to work in any stage of the production process. Suppliers are called on to follow the recommendation of the ILO convention on the minimum age for admission to employment. According to this recommendation, minimum working age should not be lower than the general school-leaving age. If the Supplier sees a child working, then it must document the measures that must be taken to remedy the situation. The rights of young workers must be protected and any special protective regulations must be complied with.

Fair Pay

Compensation paid for regular working hours and overtime must correspond with the national statutory minimum wage or the minimum standards normal for the sector, whichever amount is higher. Employees must be given all legally mandated benefits.

Prohibition of Discrimination

Employees may not be discriminated against in any form or manner whatsoever. This applies to e.g. discrimination based on a person's sex or gender, skin colour, disability, political affiliation, ethnicity, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each and every individual must be respected.

Freedom of Association

The Supplier shall grant its employees an unrestricted right to freedom of association and develop a collaborative business relationship based on trust with freely selected employee representatives.

Health & Safety in the Workplace

The Supplier is responsible for ensuring that there is a safe and healthy work environment. By setting up and implementing suitable occupational safety systems, all necessary precautionary measures shall be taken to prevent accidents and adverse health impacts that may potentially occur as a result of an employee carrying out their work. Moreover, staff must be informed about norms and standards at regular intervals.

Handling Air Emissions

General emissions caused by normal business operations and greenhouse gas emissions must be routinely monitored, checked and treated as required before being discharged in accordance with all applicable national standards

Handling Waste & Hazardous Substances

The Supplier shall implement a systematic approach in order to identify, manage, reduce and responsibly dispose of or recycle solid waste. Chemicals and any other materials that may pose a hazard if they are released into the environment must be identified and managed so that these substances are handled in a safe and secure way.

Handling Raw Materials, Natural Resources & Energy

The use and consumption of resources during production, including energy and water, and the generation of all types of waste must be reduced. Cost-efficient solutions should be looked for to improve energy efficiency and minimise consumption of energy and raw materials.

Fair Competition

Standards of fair business, fair advertising and fair competition must be maintained. Furthermore, when dealing with competitors, applicable antitrust laws must be upheld that prohibit, in particular, agreements and other activities that may impact on prices or conditions. Moreover, these regulations forbid arrangements between customers and suppliers that aim to limit the freedom of the customer to independently determine prices and conditions when selling on a supplier's products.

Taxes & Levies

The Supplier shall meet its tax obligations on time, ensure it pays an appropriate amount and always be a fair partner to the tax authorities of the country it operates in.

Confidentiality & Data Protection

The Supplier acknowledges and agrees to fulfil the reasonable expectations of its Client, external suppliers, customers, consumers and employees regarding the protection of their personal information. The Supplier shall comply with data protection and information security laws and official regulations whenever it collects, stores, processes, transmits and/or passes on personal information.

Integrity, Bribery & Accepting Bribes

All business activities shall be based on integrity standards. The Supplier must have a zero-tolerance policy in place that prohibits all forms of bribery, corruption, blackmail and embezzlement. Moreover, the Supplier shall adhere strictly to all applicable regulations to prevent money laundering.

2. Implementation of the above requirements

We expect our suppliers to identify risks both in their own business and in the supply chains as well as to take appropriate measures where needed. The Supplier hereby agrees that the Client may, having given the Supplier reasonable notice, instruct people to carry out audits at the Supplier's business premises during normal working hours to check that the Supplier is adhering to this Supplier Code of Conduct. Should it be determined that there has been a breach of the regulations set out in this Supplier Code of Conduct, then the Client shall inform the Supplier of this in writing and give it a period of grace to bring its operations in line with these regulations. If such a breach was deliberate and makes it unreasonable for the Client to continue with the contract until it should ordinarily end, then the Client may terminate the contract after the period of grace ends if (a) the Supplier fails to bring its operations in line with these regulations during the period of grace and (b) the Client had threatened to terminate the contract when setting the period of grace.

3. Acknowledgement & Agreement of the Supplier

By signing this document, the Supplier acknowledges and agrees to operate its business in a responsible manner and to adhere to the fundamental principles and requirements listed above. Moreover, the Supplier acknowledges and agrees to make all necessary arrangements to ensure these requirements are implemented.

Town, date

Stamp, signature