

Neuson Hydrotec GmbH Code of Conduct

Our Code of Conduct (hereinafter also abbreviated to “CoC”) defines the principles and requirements that Neuson Hydrotec GmbH (hereinafter abbreviated to “Neuson Hydrotec”) places on its suppliers in respect of their responsibility towards people and the environment.

This being the case, Neuson Hydrotec expects its suppliers to accept and implement the appropriate changes.

1. Scope

Neuson Hydrotec’s supplier and business partner (hereinafter also referred to as “supplier”) confirms that it will comply with this Code of Conduct and ensure that its employees also comply with this CoC. Furthermore, the supplier will ensure that its employees bear compliance with this CoC in mind when choosing business partners.

The supplier undertakes to consult Neuson Hydrotec in the event of any areas of uncertainty or queries. Should the supplier become aware of any breaches of this CoC, it will immediately report this misconduct to Neuson Hydrotec.

The behavioural principles outlined in this CoC are integral to the supplier selection process. Neuson Hydrotec expects its suppliers to implement these standards in their upstream supply chain as well.

In the event of non-compliance with this CoC, Neuson Hydrotec reserves the right to evaluate and subsequently terminate the business relationship.

2. Compliance with laws

Compliance with the laws of the relevant applicable legal system(s) must be ensured in all cases. All suppliers are required to make themselves fully aware of the laws as well as other regulations and guidelines applicable to their particular area of responsibility.

Furthermore, Neuson Hydrotec expects its suppliers to comply with all applicable product safety regulations, especially the legal requirements relating to safety, labelling and product packaging as well as the use of hazardous substances and materials, and that they hold all necessary approvals.

Suppliers shall respect Neuson Hydrotec’s know-how, industrial property rights and trade and business secrets. They shall not disclose such information to third parties without the express written consent of Neuson Hydrotec, regardless of whether or not a confidentiality agreement has been concluded.

3. Corruption and bribery/money laundering

Neuson Hydrotec expects its suppliers to comply with the relevant statutory requirements regarding the prevention of money laundering and to refrain from engaging in any money laundering activities.

Suppliers shall ensure that their employees, subcontractors, representatives and associated third parties do not give, offer or accept bribes, kickbacks, improper donations or other improper payments or benefits to or from customers, public officials or other third parties, or engage in any form of corruption.

Neuson Hydrotec expects its suppliers not to misuse invitations and gifts for the purpose of gaining influence and, further, not to accept undue benefits.

4. Respect for employees

Neuson Hydrotec expects its suppliers to respect the health and safety of their own employees and those of third parties. Suppliers shall uphold the principles of equal opportunities and equal treatment among their own employees and support them irrespective of skin colour, race, nationality, origin, disability, sexual orientation, political or religious beliefs, gender or age.

All suppliers must promote health and safety, comply with occupational health and safety standards and respect human dignity, privacy and personality rights.

Suppliers commit to comply with applicable employment laws and to pay employee remuneration regularly, on time and in full.

Neuson Hydrotec expects its suppliers to adequately protect their employees from hazards and minimise hazards in the workplace as far as possible. Suppliers are also required to carry out appropriate internal monitoring in order to ensure that safe work processes and the necessary technical protective measures are in place, so that potential health and safety risks in the workplace are reduced and accidents are avoided to the greatest possible extent.

Suppliers shall treat their employees with respect and create a working environment that is free from harassment, abuse, unlawful practices and discrimination.

5. Ban on child labour

Neuson Hydrotec does not tolerate any form of human trafficking, modern slavery or child or forced labour under any circumstances.

Neuson Hydrotec expects its suppliers not to facilitate or engage in any form of discrimination whatsoever.

6. Environmental protection

Neuson Hydrotec expects its suppliers to implement sustainable production processes, use resources responsibly and employ the best possible technologies. They are also expected to uphold legal norms and international standards with regard to environmental protection, minimise their impact on the environment and continuously

improve environmental protection. Suppliers shall use an environmental management system equivalent to ISO 14001.

In addition, Neuson Hydrotec expects its suppliers to adopt measures for responsible stewardship of the environment and requires compliance with the relevant applicable national environmental laws, regulations and standards.

Neuson Hydrotec's suppliers shall work towards minimising greenhouse gases, using renewable resources and keeping harm to the environment and human health to a minimum.

7. Supply chain

Neuson Hydrotec expects efforts to be made to maximise resource efficiency and reduce environmental pressures. Each of Neuson Hydrotec's suppliers shall implement measures to increase efficiency, lower emissions and save energy, as well as operating a transparent and efficient environmental management system.

Suppliers shall also strive to implement the principles set out in this CoC in their upstream supply chain and will take due account of this CoC in their choice of contractual partners.