

BUSINESS PARTNER CODE OF CONDUCT



Solutions30
Solutions for New Technologies

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We, the Solutions 30 Group ('Solutions 30'), are aware of our economic and social responsibility. The success of our company depends on constant compliance with laws, regulations, ethical principles, and internal commitments that we have set for ourselves.

Solutions 30 has developed this **Business Partner Code of Conduct**, as part of our company's values system to ensure that all our business partners, in particular suppliers and subcontractors, meet our minimal requirements of doing business. The defined requirements are considered the basis of a successful and trustful execution of business relations between Solutions 30 and its partners.

The requirements stated in our Business Partner Code of Conduct are based on well-respected and recognized international standards for responsible corporate governance. This includes but is not limited to the labor and social standards of the International Labor Organization (ILO), the United Nations (UN) Declaration of Human Rights and industry best practices. In addition, the defined requirements are also based on our Code of Conduct, our policies, especially our Sustainable Development and CSR Policy and other applicable standards.

We require all business partners to share our principles and to commit to doing business responsibly and with integrity.

2. Purpose and motivation

At the heart of our activity is the journey to a more sustainable economy. We help clients and their customers to become more efficient and therefore to reduce impact and resources consumption, in favor of sustainable development and value creation. We aim at a concrete and holistic approach to environmental, social and governance issues, taking into consideration all our stakeholders.

This Business Partner Code of Conduct lays the foundation to foster a corporate culture that is both effective and efficient in the long-term. With the requirements stated in the Code, we work to ensure that not only Solutions 30 and its employees, but also our business partners follow the principles set out in this Business Partner Code of Conduct. By business partners we mean in particular suppliers and subcontractors, but also sales partners and clients.

In general, the information contained in this Business Partner Code of Conduct is divided into three main sections:

- Your responsibility as a member of society
- Your responsibility as a business partner
- Your responsibility in the workplace

The understanding and behavior described therein must be reflected in the relationships we keep with our business partners.

In addition to any commercial terms agreed between Solutions 30 and the respective business partners, we also expect them to commit and adhere to the non-negotiable minimum requirements of this Business Partner Code of Conduct.

We demand that our business partners communicate these requirements to their own employees and to their business partners and implement all necessary rules to achieve our common goal.

3. Your responsibility as a member of society

3.1. Relationships with stakeholders

Solutions 30 believes that trust is the foundation for long-term relationships. Due to this, we deal with all stakeholders honestly, fairly, and transparently. With the aim of establishing and promoting the best relationships with all Solutions 30 stakeholders, we expect our business partners to set up and maintain Governance based on:

- Responsibility;
- Transparency;
- Ethics;
- Respect for the interests of all stakeholders;
- Compliance with legislation and regulations in all decision-making.

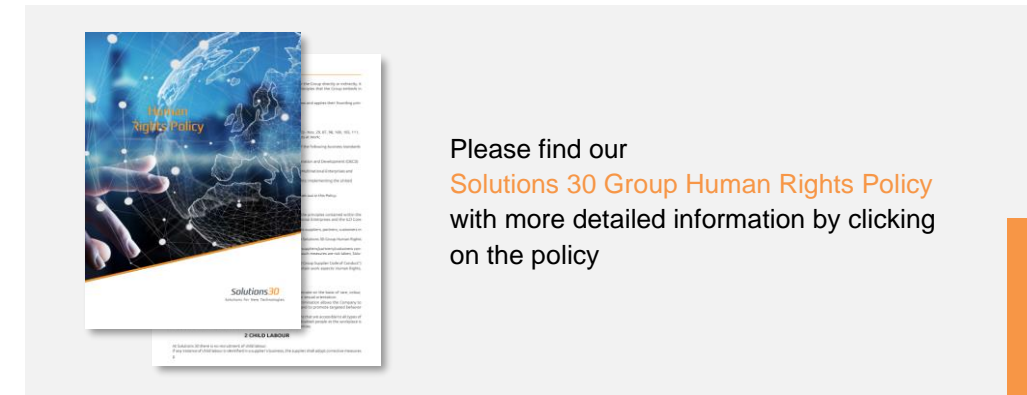
Any of our business partners should strive to promote the local industry and businesses within their vicinity and area of influence.

The ambition of the business partner shall be to strive for continuous improvement and constantly meeting the present and future expectations of Solutions 30.

3.2. Human Rights

Respect for internationally recognized human rights is the foundation for business relationships with Solutions 30. Therefore, we expect our business partners to comply with the “**Solutions 30 Group Human Rights Policy**”, promoting and respecting human rights in their sphere of influence.

This means that our business partners reject all forms of discrimination, child labor and forced labor. They promote fair working conditions, freedom of association as well as fair wages and compensation. Moreover, they should ensure health protection and safety at the workplace.



Our business partners are responsible for establishing an effective complaint mechanism at their company, whether in form of a Whistleblowing System or any other appropriate manner to ensure that every employee can voice their concerns. Retaliation against anyone who raises concerns is not acceptable.

3.3. Sustainability and environment protection

Solutions 30 requires its business partners to comply with all applicable regulations regarding the environment and sustainability in all countries in which they operate. In addition, we expect our business partners to demonstrate continuous improvement of their environmental performance. They should make every effort to purchase, develop and produce innovative technologies, products, and processes with the lowest possible environmental impact throughout their life cycle. In this context it is also important that ongoing activities encompass ESG objectives.

With this aim in mind, each business partner shall pay particular attention to:

- Optimize their consumption of water, materials, paper and energy as well as the quantities of waste produced;
- Establish local and international logistics processes that aim to limit the environmental impact. In particular the carbon footprint of associated activities should be minimized;
- Preserve raw materials and natural resources;
- Recycle their waste;
- Reduce the adverse impact on biodiversity, climate change and water scarcity.



In order to commit to Sustainability & Environmental protection, the business partners should act in an environmentally responsible manner, continuously monitor their energy and natural resource usage, emissions, discharges, carbon footprint and disposal of wastes and take a progressive approach to minimize negative impact of their activities on the environment. Furthermore, the business partner has to regularly train their personnel on environmental policies and procedures to ensure effective implementation and compliance.

4. Your responsibility as a **business partner**

4.1. Conflict of Interest

We expect our business partners to make decisions based on objective considerations. These should not be driven by personal interests. Business partners must conduct their business free from conflicts of interest and mitigate such conflicts immediately, should they arise. Any situation that may appear to be a conflict of interest must be disclosed to Solutions 30 immediately.

4.2. Anti-bribery and corruption

Solutions 30 is committed to comply with national and international laws combating corruption and to conduct business ethically and in accordance with the standards defined by Solutions 30's Code of Conduct and therefore Solutions 30 disapproves any practice that is inconsistent with the principles of honesty, integrity, and fairness.

Solutions 30 expects its business partners to comply with all applicable anti-corruption laws. Corruption of any kind and form is strictly prohibited, active or passive, direct or indirect, for the benefit of those in the public or private sector and is subject to sanctions foreseen by applicable laws.

All forms of bribery, extortion or embezzlement are prohibited. To prevent bribery in all commercial dealings undertaken by their suppliers and business partners, we expect adequate procedures in place.

Regarding office holders/ mandate holders and other political persons, if applicable, the contacts must be strictly in line with all laws and legislations

concerning the avoidance of conflicts of interest and corruption. Neither insider trading nor bribery is tolerated, and our business partners act independently and fairly.

4.3. Prohibition of money laundering and terrorism financing

At Solutions 30, we take a clear position against money laundering and terrorist financing and ensure compliance with all applicable laws. We expect our business partners to act in the same manner and comply with all applicable legal provisions against money laundering and terrorist financing.

4.4. Fair and free competition

Solutions 30 takes a clear position against distortions of competition, price fixing and general violations of fair and free competition. We require our business partners to behave fairly in competition and in accordance with the applicable regulations that protect free and fair competition. Our business partners refrain from entering into restrictive agreements and restrictive markets practices.



5. Your responsibility in the workplace

5.1. Occupational safety and healthcare

Solutions 30 expects its business partners to provide a safe and healthy working environment by taking appropriate measures to ensure health and safety at the workplace.

With this aim in mind, the business partner shall particularly:

- Identify hazardous materials, chemicals, and substances, and ensure their safe handling, movement, storage, recycling, reuse and disposal;
- Comply with material restrictions and product safety requirements set by applicable laws and regulations;
- Ensure that key workers are aware of and trained in product safety practices;
- Be prepared for emergency situations. This includes worker notification and evaluation procedures, emergency training and drills, appropriate first-aid supplies, appropriate fire detection and suppression equipment, and adequate exit facilities;
- Regularly train workers on emergency planning, work-related health disorders, accidents, responsiveness as well as medical care;
- Monitor and control work-related health hazards and the resulting protective measures.

We encourage our business partners to implement a Health, Safety and Environment Management System to ensure the risks linked to their activities are identified and assessed and that all measures are taken to prevent or manage them.

5.2. Data protection

Data protection is the basis for a trusting relationship that we want to foster and develop. We expect our business partners to comply with all legal requirements and regulations and to handle confidential and personal data of their employees, partners, and customers with great care.

5.3. Security and protection of information, know-how and intellectual property

Solutions 30 treats sensitive information, e.g. operational and technical know-how, strategic plans, patents, and other intellectual property, in a confidential manner. We expect our business partner to respect intellectual property rights, as well as sensitive information and know-how. Confidential information of Solutions 30 is kept secret, even after the end of the business relationship. In order to avoid data loss, we expect our business partners to take the greatest care to protect information technology (IT) and electronic data processing (EDP). Depending on the business relationship, additional specific requirements may be stated in the contract.

6. Business Partner **commitment**

6.1 Code adherence

Solutions 30 expects its business partners to comply with the requirements set out in this Business Partner Code of Conduct at all times. We recommend our business partners to keep representative documentation that demonstrates compliance with this Code. Solutions 30 reserves the right to request access to this documentation, as well as to audit these for compliance with our Business Partner Code of Conduct. In addition, our business partners shall communicate the principles to their own employees as well as their own business partners. They may also implement additional rules and work towards ensuring that these are observed.

6.2. Reporting options

Solutions 30 expects its business partners to immediately report actual or suspected violations of law, this Business Partner Code of Conduct, or contractual obligations. Various reporting channels are available for our business partners to report such violations. Reports can be delivered to the business partner's commercial contact at Solutions 30 or confidentially through the Whistleblowing System.

6.3. Consequences of violation

Solutions 30 considers compliance with the requirements set out in this Business Partner Code of Conduct to be essential to its business relations. Therefore, we reserve the right to take appropriate measures, up to and including termination

of the business relationship, provided that a business partner fails to meet these. Solutions 30 reserves the right to request measures for the immediate remediation of suspected or actual violations, that ought to be implemented without delay.

6.4. Contacts / Help / Whistleblowing System

Our email address s30.compliance@solutions30.com is available for any questions, concerns, or suggestions regarding the Solutions 30 Business Partner Code of Conduct.

If you want to report actual or suspected violations, you can do so via your **commercial contact** at Solutions 30.

Alternatively, any business partner as well as their employees may report confidentially through our **Whistleblowing System**. To access the Whistleblowing System, you can use the channels mentioned below.

Contact details for the Whistleblowing System:

<https://solutions30.integrityline.com>

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