

Putzmeister Holding GmbH

Code of Conduct for Suppliers

Table of contents

1	Preamble.....	2
2	Objectives and scope of application	2
3	Basic understanding and principle of legality	2
4	Compliance with the law	2
5	Integrity and compliance	3
5.1	Corruption.....	3
5.2	Fair competition.....	3
5.3	Money laundering prevention.....	3
5.4	Protection of information and intellectual property.....	3
5.5	Data protection and information security	3
5.6	Use of artificial intelligence.....	3
5.7	Export control	3
5.8	Avoidance of conflicts of interest.....	4
6	Health and safety in the workplace	4
7	Remuneration and working hours	4
8	Respect for human rights.....	4
8.1	Ban on child labour	4
8.2	Ban on forced labour	5
8.3	Freedom of association and collective bargaining	5
8.4	Deployment of security forces.....	5
8.5	Promotion of variety and diversity, equal opportunities	5
9	Environment, energy and climate protection	5
10	Dealing with conflict minerals.....	6
11	Supply chain.....	6
12	Communication and whistleblower system	6
12.1	Provision of the current Code of Conduct for suppliers	6
12.2	Indications of violations	6
13	Signature	7

1 Preamble

Since 1958, we have been developing, manufacturing and selling high-quality and very reliable machines for the production, conveying, distribution and placement of concrete, mortar and high-density solids for the preparation, temporary storage, processing and transport of these materials. With more than 20 branches worldwide and production facilities around the globe, we combine outstanding German engineering, technology, expertise and high manufacturing standards with locally relevant requirements in a comprehensive solution package.

As a company, we are not only an economic, but also a social player. For us, this means we bear the corporate responsibility for harmonising economic success with social and ecological requirements. Our actions are in line with the applicable legal framework and a responsible basic understanding of ethics, which are formulated in this joint Supplier Code of Conduct.

The following requirements specify our expectations regarding the attitude and behaviour of our suppliers in their business activities and represent the minimum requirements for a successful and responsible business relationship.

2 Objectives and scope of application

In this Code of Conduct for Suppliers (hereinafter referred to as the "Code of Conduct"), the Putzmeister Group has formulated its standards, expectations and requirements for Putzmeister suppliers.

This Code of Conduct is binding for all direct and indirect suppliers of the Putzmeister Group who maintain a business relationship with the Putzmeister Group or a company of the Putzmeister Group.

Our suppliers undertake to contractually pass on the sustainability requirements to those business partners who have contractual relationships with the Putzmeister Group and to ensure, as far as possible and reasonable, that the sustainability requirements are passed on in the supply chain. Our suppliers set up appropriate control measures to check the sustainability requirements they pass on.

The sustainability requirements are based, among other things, on ethical values and principles, in particular integrity and honesty as well as respect for human dignity, as set out in the principles of the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the core labour standards of the International Labour Organisation (ILO), as well as the United Nations Guiding Principles on Business and Human Rights.

3 Basic understanding and principle of legality

This Code of Conduct is based on a common basic understanding of socially responsible corporate governance in accordance with the following guidelines. We expect our suppliers to comply with the principle of legality in all actions, measures, contracts and other processes.

We assume responsibility within the scope of our respective possibilities and scope of action by considering the consequences of our business decisions and actions in legal, economic, technological as well as social and ecological terms. In this way, we contribute to the social and economic development of the countries and regions in which we operate.

We maintain a trusting relationship with our suppliers. We consider compliance with the sustainability requirements formulated in this Code of Conduct to be essential for the respective business relationship.

4 Compliance with the law

Our suppliers comply with the laws and regulations of the applicable legal systems.

5 Integrity and compliance

Our suppliers act with integrity at all times and take suitable and appropriate measures to remedy any infringements identified. In addition, our suppliers are obliged to actively liaise with us and report any irregularities immediately.

5.1 Corruption

Our suppliers do not tolerate any form of corruption. Corrupt behaviour by employees or business partners is liable to prosecution and leads to distortion of competition as well as financial losses and reputational damage. Our suppliers are particularly restrictive when it comes to donations to public officials or persons treated as such. Our suppliers want to avoid even the mere appearance of influence. Our suppliers are strictly prohibited from accepting personal benefits from public officials. Our suppliers do not offer or grant benefits to public officials for the performance or acceleration of official acts. Our suppliers observe this irrespective of whether there is a claim to the performance of the official act or whether the public official is in breach of their official duties in the course of their actions.

5.2 Fair competition

Our suppliers act in accordance with national and international competition and antitrust law and do not participate in price fixing, market sharing, customer and marketing agreements or bid rigging. They are aware that not only written contracts, but also verbal agreements or tacit, coordinated parallel behaviour are generally not permitted.

5.3 Money laundering prevention

Money laundering is the process by which the proceeds of crime are processed ('washed') through the financial system in an effort to disguise their illegal origin. Our suppliers ensure that the applicable legal provisions for the prevention of money laundering and terrorist financing are complied with.

5.4 Protection of information and intellectual property

Our suppliers shall always treat as confidential all commercial and technical information that is not public knowledge and that becomes known to them through business relationships. They observe the applicable laws on the protection of business secrets and treat confidential information accordingly. Our suppliers respect the intellectual property of third parties and protect the corresponding data. They only use the intellectual property of third parties if they have been granted corresponding rights of use.

5.5 Data protection and information security

Our suppliers attach particular importance to the protection of employees, customers and other business partners and comply with all applicable data protection laws. They process, store and protect personal data in compliance with legal regulations. Personal data is collected confidentially, only for legitimate, predetermined purposes and in a transparent manner. They only process personal data if it is protected against loss, modification and unauthorised use or disclosure using appropriate technical and organisational measures.

Information systems that contain confidential information or data are managed appropriately and protected against unauthorised access by appropriate technical precautions.

5.6 Use of artificial intelligence

Data protection and data security are basic prerequisites for the use of artificial intelligence (AI). Our suppliers ensure that all AI-based developments comply with the applicable laws and regulations.

5.7 Export control

Our suppliers strictly observe all applicable laws for the import and export of goods, services and information. They also take into account the applicable sanctions lists.

5.8 Avoidance of conflicts of interest

Our suppliers make their decisions solely on the basis of objective criteria and do not allow themselves to be influenced by unrelated interests or irrelevant relationships. If this is not successful, they expose these conflicts.

6 Health and safety in the workplace

Our suppliers ensure a safe working environment and humane working conditions. They protect the health of their employees by taking appropriate health and safety measures (e.g. implementing a company health and safety management system) that adequately cover the following topics in particular:

- Compliance with the applicable labour, health and safety and fire protection laws and orientation towards international standards with regard to health and safety at work;
- Appropriate workplace design, safety regulations and provision of suitable personal protective equipment;
- Implementation of preventive controls, emergency measures, an accident reporting system and other suitable measures for continuous improvement;
- Training programmes to ensure that all employees are trained in health and safety at work;
- Enabling access to drinking water in sufficient quantities and access to clean sanitary facilities for employees.

7 Remuneration and working hours

Remuneration is based on the applicable laws and any existing binding collective agreements and is supplemented by the relevant national minimum wage laws. Employees are informed clearly, in detail and regularly about the composition of their remuneration.

Our suppliers ensure that the working hours comply with the applicable national legal requirements and/or the national requirements applicable in the respective economic sector.

8 Respect for human rights

Our suppliers respect and support compliance with internationally recognised human rights and

- respect the personal dignity, privacy and personal rights of each individual;
- protect and grant the right to freedom of opinion and expression;
- do not tolerate unacceptable treatment of employees, such as physical and psychological hardship, sexual and personal harassment or discrimination.

8.1 Ban on child labour

Our suppliers do not tolerate child labour. They ensure that the minimum age for recruitment is set in accordance with the applicable law and taking into account the standards of the International Labour Organisation and that prohibited child labour is not used. Any person under the age of 15 is considered a child, unless the minimum age for work or compulsory education is higher according to local law. In this case, the higher age set for this location applies. Exceptions are only permitted as provided for in ILO Recommendation 146 and Articles 2(4), 4 to 8 of ILO Convention No. 138. ILO Convention No. 182 on the elimination of the worst forms of child labour is fully complied with.

The employment of young employees under the age of 18 is subject to special protection in that no work may be carried out that jeopardises the physical or mental development of young people. It is ensured that young employees do not have to work overtime or night shifts. Care must also be taken to ensure that appropriate breaks are granted.

8.2 Ban on forced labour

Slavery, servitude, forced or compulsory labour, oppression, exploitation, human trafficking, illegal employment or clandestine employment are prohibited.

Every employment relationship is voluntary and can be terminated by the employee at their own discretion and with reasonable notice. When they are hired, our suppliers' employees receive a contract that complies with the applicable law, is drawn up in a sufficiently documented form (e.g. in writing or electronically), is written in a language they understand and sets out their rights and obligations truthfully and clearly.

8.3 Freedom of association and collective bargaining

Our suppliers recognise the legal right of their employees to form trade unions, join existing trade unions and participate in collective bargaining. This right includes the right to strike and the right to collective bargaining. Members of employee organisations or trade unions are neither favoured nor disadvantaged by our suppliers.

8.4 Deployment of security forces

When deploying or cooperating with private or state security forces, our suppliers ensure that the human rights of employees and other rights holders are respected. The commissioning or use of private and public security forces must be avoided if there is a risk of torture and cruel, inhuman or degrading treatment, injury to life or limb or impairment of the freedom of association and union due to a lack of instruction or control by the company when deploying security forces.

8.5 Promotion of variety and diversity, equal opportunities

Our suppliers promote equal opportunities and do not tolerate discrimination. They ensure that any form of discrimination, intimidation, harassment or unjustified disadvantage of their employees in the working environment is avoided.

Our suppliers treat all people equally, regardless of gender, age, skin colour, ethnic origin, sexual identity and orientation, disability, religious affiliation, ideology or other personal characteristics. Unequal treatment includes, in particular, the payment of unequal remuneration for work of equal value.

9 Environment, energy and climate protection

As responsible companies, our suppliers attach particular importance to the global challenge of environmental and climate protection.

They act in accordance with the applicable laws and are guided by international standards in order to minimise negative effects on the environment and continuously improve their environmental and climate protection activities. They sensitise their employees to environmental protection and provide the necessary training measures and courses.

Our suppliers have established suitable operational environmental protection management systems that adequately cover the following topics in particular:

- Objectives, definition and implementation of measures and their continuous improvement;
- Environmental aspects such as identifying and reducing CO₂ emissions, increasing energy efficiency and using renewable energies, ensuring water quality and reducing water consumption, ensuring air quality, promoting resource efficiency, reducing waste and disposing of it properly, and handling hazardous substances responsibly for people and the environment;
- Avoiding the unlawful seizure of land, forests and water;
- Compliance with the Minamata Convention, the Stockholm Convention and the Basel Convention.

10 Dealing with conflict minerals

Our suppliers take the necessary care to avoid the use of conflict minerals in their products in order to prevent human rights violations, corruption and the financing of armed groups or the like.

11 Supply chain

We expect our suppliers to comply with the principles of our Code of Conduct or to apply equivalent codes of conduct. We also encourage them to enforce the contents of this Code of Conduct in their supply chains.

We reserve the right to check compliance with the sustainability requirements of our Code of Conduct by suitable and appropriate means before awarding a new contract and throughout the entire business relationship on a regular, random or ad hoc basis. Our suppliers are obliged to actively support the necessary controls.

A breach of the obligations described in this Code of Conduct constitutes a breach of contract towards Putzmeister as well as a significant impairment of the business relationship between Putzmeister and the respective supplier.

If our suppliers violate the minimum requirements of this Code of Conduct or do not properly comply with them, the supplier will take steps to end or minimise the violation and provide Putzmeister with appropriate evidence of this.

In the event of a very serious breach or the continuation of a breach despite the measures developed in the remedial concept after the expiry of the time specified therein or if no other, less severe means are available to Putzmeister, we reserve the right to suspend or terminate the contractual relationship without prejudice to other rights.

12 Communication and whistleblower system

We communicate openly and in a dialogue-oriented manner about the requirements of this Code of Conduct and its implementation to employees, customers, suppliers and other interest and stakeholder groups.

12.1 Provision of the current Code of Conduct for suppliers

The latest version of the Code of Conduct can be downloaded from the Putzmeister website (www.putzmeister.com) under the chapter legal information in English and German.

12.2 Indications of violations

We value pertinent information from all business partners and other third parties. Our whistleblower system is an important part of the Putzmeister Group's compliance programme.

In the event of specific indications of potential misconduct by employees of the Putzmeister Group, the supplier or the supplier's business partners in the context of cooperation with the Putzmeister Group, Putzmeister offers all parties involved the opportunity to report this via the digital whistleblower system.

This can be accessed via the following link: <https://putzmeister.integrityline.com>

13 Signature

Name of the company and address / stamp of the company

Name and function of the authorised signatory

Place, date

Signature