

CODE OF CONDUCT

for Suppliers

KAESER KOMPRESSOREN

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Published by: KAESER KOMPRESSOREN SE, 96450 Coburg, Germany, Carl-Kaesser-Str. 26
Tel. +49 (0)9561 640-0, Fax +49 (0)9561 640-130, www.kaeser.com

VAT ID: DE 132460321

Register of companies: Coburg, HRB 5382

Introduction

At KAESER KOMPRESSOREN, integrity, ethics and responsibility are fundamental to our business strategy.

Adherence to all applicable laws, regulations and universally recognised moral, ethical, and social principles is an essential part of our corporate philosophy.

To this end, we adhere to ethical values and principles, particularly integrity, honesty, and 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, the core labour standards of the International Labour Organization (ILO), and the United Nations Guiding Principles on Business and Human Rights.

KAESER KOMPRESSOREN expects such responsible conduct not only from its employees, but also from its suppliers. The term “suppliers” includes service providers, licensors and licensees, business partners acting as intermediaries, as well as other technology partners.

Suppliers are required to comply with all applicable laws, regulations and guidelines, as well as internationally and industry-recognised standards. They must acknowledge and adhere to the principles set out in this Code of Conduct by KAESER KOMPRESSOREN in the course of their business activities, and ensure that these principles are appropriately addressed throughout their own supply chain.

Compliance with this Code of Conduct does not exempt suppliers from meeting any additional requirements that may arise for them under applicable laws or other codes of conduct. Furthermore, this Code of Conduct takes into account the requirements of the German Supply Chain Due Diligence Act (LkSG). This Code of Conduct is an essential part of KAESER KOMPRESSOREN's own risk management system.

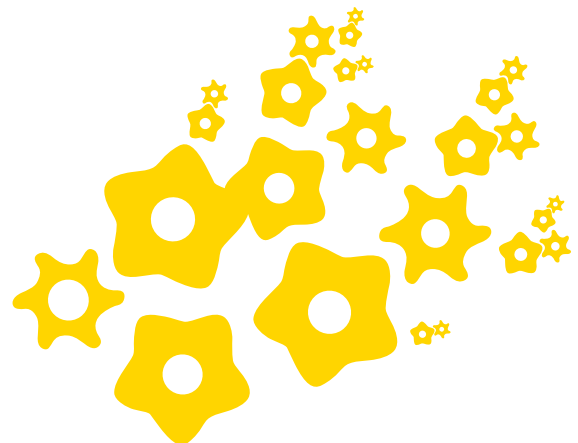
The provisions of this Code of Conduct for suppliers are not exhaustive and do not replace or affect the applicability of relevant legal regulations. Rather, the Code of Conduct applies alongside other contractual provisions relevant to the respective delivery and/or service.

KAESER KOMPRESSOREN reserves the right to amend or supplement the requirements of this Code of Conduct for suppliers as necessary.

1. Content requirements

KAESER KOMPRESSOREN expects its suppliers to respect and not to violate the protected interests specified below. Suppliers commit to upholding these protected interests within their business operations and to implementing the requirements of this Code of Conduct.

The supplier hereby declares:





1.1 Integrity and compliance

► Legal compliance

- To comply with the laws and legal regulations of the respective applicable jurisdictions.

► Anti-corruption and bribery

- To tolerate no form of corruption or bribery, and neither directly nor indirectly to engage in such practices. Furthermore, to refrain from offering, granting or promising any benefits to public sector officials or private business counterparts with the intention of influencing official actions or gaining an unfair advantage.

► Fair competition, competition law, and intellectual property rights

- To act in compliance with national and international competition laws and to refrain from engaging in price-fixing, market or customer allocation, or collusive agreements on market shares or bids.
- To respect the intellectual property rights of others.

► Conflicts of interest

- To avoid and/or disclose any conflicts of interest, both internally and to KAESER KOMPRESSOREN, that could influence business relationships, and to prevent even the appearance of such conflicts.

► Money laundering, financing of terrorism

- To neither directly nor indirectly support money laundering or the financing of terrorism.

► Data protection

- To process personal data confidentially and responsibly.
- To respect everyone's privacy and ensure that personal data are protected effectively, and used only for legitimate purposes.

► Foreign trade law

- To comply with all applicable customs and export control regulations, including sanction provisions, embargoes, and other government regulations or directives governing foreign trade.

► Responsible sourcing of raw materials and minerals

- To take appropriate measures to avoid the use in its products of raw materials that originate from conflict-affected and high-risk areas and thereby contribute to human-rights violations, corruption, the financing of armed groups, or similar negative impacts.



1.2 Commitments to the protection of human rights and working conditions

The supplier must ensure that all internationally proclaimed human rights are upheld by avoiding both the causation of and involvement in human rights violations. Particular attention must be given to respecting the human rights of vulnerable groups.

► Prohibition of forced labour

- To neither engage in nor contribute to slavery, servitude, forced or compulsory labour, oppression, exploitation, or human trafficking.

► Prohibition of child labour

- To employ no workers who cannot provide proof of a minimum age of 15 years (or 14 years in exceptional cases).
- To ensure that no workers under the age of 18 are assigned to tasks that could be harmful to their health, safety, or morals.

► Non-discrimination and humane working conditions

- To ensure equal treatment of employees, regardless of their skin colour, race, nationality, ethnicity, social origin, any disability, sexual identity and orientation, political, ideological or religious beliefs, marital status, gender, or age, and to promote equal opportunities.
- To prohibit unequal pay for work of equal value.
- To prevent any inappropriate treatment of workers, including psychological or physical mistreatment, sexual harassment, or any other degrading or inhumane behaviour.

► Freedom of association

- To recognise the legal right of employees to form and join trade unions and to participate in collective bargaining.
- To neither favour nor discriminate against members of employee organisations or trade unions.

► Working hours & employee compensation

- To comply with applicable working-time regulations worldwide.
- To provide fair remuneration and adhere to all applicable wage and compensation regulations.

► Health & occupational safety

- To act in compliance with applicable occupational health and safety requirements and international standards, ensuring safe working conditions.
- To establish and implement an appropriate health and safety management system.



► Other human rights

- To minimise, as far as possible, any measurable environmental degradation, such as soil, air, or water pollution, harmful noise emissions, or excessive water consumption, that could endanger food supply, access to drinking water, sanitation, or personal health.
- To refrain from carrying out any unlawful eviction from land, forests, or bodies of water.
- To safeguard the livelihoods of individuals and groups.
- To prevent the misuse or improper deployment of private and public security forces.

1.3 Commitments to environmental and climate protection

- To act in compliance with applicable legal requirements and international environmental standards.
- To minimise environmental pollution and continuously improve environmental protection.
- To establish and implement an appropriate environmental management system.
- To enhance energy efficiency, make the best possible use of renewable energy sources, and minimise water consumption as far as possible.
- To reduce waste and ensure its proper treatment and disposal.



2. Implementation of requirements

► Foundations of cooperation

We expect our suppliers to identify risks within their supply chains and to take appropriate measures. In the event of suspected violations, or to safeguard supply chains with increased risks, the supplier shall promptly and, if necessary, regularly inform KAESER KOMPRESSOREN of any identified violations and risks, as well as the measures taken.

► Participation in risk management

The supplier permits us to verify compliance with these principles as needed through audits or by having them conducted by a mutually approved third party, and agrees to cooperate as required.

We assess compliance with the content requirements set out in this Code of Conduct either in full or in part using a self-assessment questionnaire and, where necessary, risk-based audits at the supplier's production sites. The supplier agrees that we may conduct such audits once per year or on specific occasions to verify compliance with the Code of Conduct. These audits will be carried out at the supplier's premises by persons appointed by us, during normal business hours with reasonable prior notice. The supplier may object to individual audit measures for valid reasons, such as if they would result in a violation of mandatory legal provisions.

Upon request, the supplier shall ensure that relevant employees participate in training sessions conducted by KAESER KOMPRESSOREN free of charge, which are aimed at preventing violations of protected interests.

► Complaints procedure

The supplier shall report any violations of this Code of Conduct. Risks and/or violations related to human rights or environmental protection can also be reported at <https://www.kaeser.com/int-en/company/about-us/supply-chain-law>.

The supplier is required to appropriately communicate the information provided by us regarding accessibility, responsibilities, and the implementation of a complaints procedure to its employees and throughout the supply chain.

► Legal consequences

If a violation of the provisions of this Code of Conduct is identified, we will promptly inform the supplier and set a reasonable deadline for aligning their conduct with this Code of Conduct. If immediate remediation is not feasible, the supplier must notify us without delay and work with us to develop and implement a plan, including a timeline, to eliminate or minimise the violation. We reserve the right to temporarily suspend the business relationship during this process.

If the deadline expires without resolution, or if the implementation of the corrective measures outlined in the plan does not lead to remediation within the given timeframe, and no less severe alternative is available, we may terminate the business relationship.

Other contractual or statutory rights and claims of KAESER KOMPRESSOREN shall remain unaffected.



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KAESER KOMPRESSOREN SE

P.O. Box 2143 – 96410 Coburg – GERMANY – Tel +49 9561 640-0 – Fax +49 9561 640-130
E-mail: einkauf@kaeser.com – www.kaeser.com