

I Responsibility and compliance in the supply chain

1. Cooperation with our suppliers and service providers (hereinafter collectively referred to as "Suppliers") is based on compliance with internationally recognized social and ecological standards and the respectively applicable laws.
2. Basic requirements, in addition to section X. of our General Terms and Conditions of Purchase (version as of 01/2024) retrievable under <https://teko-gmbh.com/wp-content/media/teko-ekb-01-2024-en.pdf> for the operational organization of our Suppliers with regard to business ethics, working conditions and environmental protection are described in this Supplier Code. Compliance with the principles outlined herein is part of our process for selecting and evaluating Suppliers.
3. Suppliers must implement appropriate management systems, i.e. procedures for monitoring and enforcing these requirements, not only within their own operation, but must also ensure that their direct suppliers and service providers are also guided by the principles of this Supplier Code and comply with the underlying standards.

II Business ethics

1. Within the scope of its respective business activities, the Supplier undertakes to comply with the laws and regulations of equivalent legal quality applicable to it and its products and services.
2. A zero-tolerance business policy is expected with regard to bribery, corruption, extortion, fraud and embezzlement. Business processes must therefore be kept transparent.
3. Suppliers will abide by fair competition and conduct its business in compliance with applicable antitrust laws and regulations.
4. Decisions should be made exclusively on the basis of purely objective business-related considerations and not influenced by personal interests.
5. Technology and know-how must be handled in such a way that intellectual property rights are protected.
6. The procurement of raw materials, in particular so-called conflict minerals such as tantalum, tin, wolfram and gold, must not be used directly or indirectly to promote illegal mining or to finance armed groups or to support human rights violations. Suppliers should therefore establish appropriate due diligence processes with regard to the origin of these raw materials.

III Working conditions

1. The human rights of employees, including temporary and loan employees, student assistants, white-collar and blue-collar workers (hereinafter collectively referred to as "Employees") must be complied with. This also includes the prohibition of sexual harassment/abuse, bodily punishment, physical and mental abuse or the threat thereof. The personal dignity, privacy and personal rights of each individual must be respected.
2. Suppliers do not tolerate any unlawful unequal treatment. Employees must not be discriminated because of ethnic origin, skin color, nationality, age, appearance, gender, sexual identity, disability, pregnancy, religious/ideological or political beliefs, trade union membership or marital status.
3. No forced labor, slave labor or comparable work may be performed.
4. The use of child labor, i.e. persons under the age of 15 (depending on national law, under the age of 14) or persons of school age or persons who have not yet reached the minimum age for employment in the respective country, is prohibited. In the event of a potential risk from Employees under the legal age of majority in the course of their work, special measures must be taken to protect children/youths.
5. The weekly working time may not exceed the maximum number of hours stipulated by applicable law. In addition, the weekly working time should not exceed 60 hours, including overtime. Exceptions to this rule are emergencies and exceptional circumstances. Employees have the right to at least one day off after six consecutive working days.
6. The remuneration paid to Employees must comply with all relevant national laws on remuneration, including laws on minimum wage, overtime and statutory social benefits, and must be appropriate.
7. Suppliers shall grant its Employees the right to form and join unions and to represent their interests in accordance with the respective national laws.
8. Suppliers shall ensure that its operation maintains systems, processes and/or measures to comply with national statutory health and safety regulations. Potential safety risks shall be identified and assessed and avoided by taking appropriate measures. Employees must be instructed about potential safety risks, the correct, safe behavior and protective measures to be implemented accordingly. If adequate risk control is not possible through such measures, Employees must be provided with appropriate personal protective equipment. Emergency plans must be provided.

IV Environmental protection

1. Production processes must avoid negative impacts on the environment, in particular on soil, water and air, and conserve natural resources.
2. Suppliers shall have implemented systems, processes and/or measures and obtained the necessary approvals to ensure compliance with applicable environmental regulations. Employees shall be instructed on how to avoid environmental risks.

3. Chemicals or other materials that pose a risk if released into the environment must be identified and handled in such a way that their handling, transportation, storage, use or reuse and disposal are safe.
4. Environmental protection must be continuously improved.

V Audit

1. Suppliers must provide all necessary information correctly and comprehensively on request as part of a self-assessment. In addition, Suppliers shall regularly answer questions on supply chain compliance truthfully as part of supplier audits customary in the industry or on an ad hoc basis, in particular provide information required by any statutory disclosure obligations in full and without delay; this also applies if we are required to obtain information from Suppliers in order to be able to fulfill our obligations in the supply chain.
2. Suppliers must maintain any documentation required to prove conformity with this Supplier Code and, in justified individual cases, grant us access to said documentation.
3. In case the business relationship with Suppliers become the subject of an official investigation or a public inquiry, Suppliers shall provide reasonable support to a person designated by us who is bound to secrecy under professional law with in any matters concerning us.
4. Suppliers must, without being asked, provide an annual confirmation that the requirements of this Supplier Code are being met or in which areas there is still a need for improvement and by when this will be implemented. This confirmation shall also cover the fact that Suppliers passed on the contents of this standards to its suppliers and is reviewing its own supply chain accordingly.

VI Infringements

1. In the event of violations, remedial measures must be taken which must be implemented within a reasonable period of time, or at least it must be demonstrated that countermeasures have been taken to prevent future violations. If the deadline is not met or in the event of a particularly serious breach, we shall have the right to terminate all contracts without notice by extraordinary termination, irrespective of any other claims against Suppliers arising from this incident and without Suppliers being entitled to any claim for compensation against us as a result of this termination.
2. Furthermore, Suppliers shall indemnify us on first demand against any claims which third parties may derive against us in connection with its infringements of this Supplier Code.
3. Suppliers shall inform us, without being asked, of any events that conflict with the standards of this Supplier Code. The whistleblower protection channel on our website is also available for this purpose.

On behalf of TEKO Gesellschaft für Kältetechnik mbH and its subsidiaries

Altenstadt, January 2024


Edgar Holzhäuser
Managing Director


Andreas Meier
Managing Director

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