

# Code of Conduct

External Code of Conduct for  
business partners of DEHOUST GmbH





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# I. Behavioural guidelines of DEHOUST GmbH.

**D**EHOUST GmbH (“DEHOUST”) has been a manufacturer of containers and systems since 1958. This more than 60 years of experience and expertise has made DEHOUST a globally recognized company. The drinking water and process water utilization business segment has become an additional core area of the company. The strictest demands are placed on the products and services and these are implemented with the utmost care.

To an equal extent, DEHOUST stands by its corporate and social responsibility and is committed to social, responsible, sustainable, ethical and ecological corporate governance. With a binding internal Code of Conduct, DEHOUST has established certain values, principles and rules for itself. These apply to every all DEHOUST GmbH employees and have been firmly integrated into the company’s corporate culture.

DEHOUST assumes that its customers, suppliers and other business partners (“PARTNERS”) also share these values and comply with all applicable laws and regulations. This Code of Conduct for contract partners outlines a number of minimum standards that are to be followed as a basis for all business relationships between DEHOUST and its PARTNERS.

DEHOUST expects that each PARTNER acknowledges this Code of Conduct for contract partners in the respective current version through the corresponding declaration of consent.



# II. Requirements for our PARTNERS

## 1. General principles

PARTNERS commit to the ten principles of sustainable business of the UN Global Compact, the UN Guiding Principles on Business and Human Rights, and the core labour standards of the International Labor Organization (ILO). They also promote the implementation of anti-corruption as described in various principles on corruption prevention published by the International Chamber of Commerce (ICC) and Transparency International.

PARTNERS undertake to comply with the laws and regulations of the countries in which they operate and to duly fulfill their respective obligations. They conduct their business according to the values of fairness, reliability and integrity. Partners must always demonstrate a sustainable sense of responsibility for their social, environmental and ethical behaviour and demonstrate partnership, trust, solidarity and respect in their dealings with business partners, authorities and third parties.

The PARTNER undertake and permanently maintain appropriate measures to ensure that the provisions of this Code of Conduct for contract partners are also observed and implemented by all of its governing bodies, employees and business partners.

## 2. Social responsibility

### a) Human rights

PARTNERS respect the dignity of the human being and are committed to the respect, protection and observance of human rights. They undertake to respect and protect human rights and, in particular, the rights of children of their own employees. PARTNERS must also exercise this social responsibility throughout the contract period and supply chain to ensure that the human rights of all those involved are also respected by other business partners.

### b) Forced labour

No employees of a PARTNER shall be forced into employment, directly or indirectly, by force and/or intimidation. Employment of PARTNER's employees is only on a voluntary basis. Illegal employment on the part of partners will not be tolerated.

### c) Child labour

Child labour and exploitation of children and young people are not, under any circumstances, tolerated by PARTNER. The minimum employable age shall not be less than the age at which compulsory education ends and cannot be less than 15 years of age. If a local legal system requires a higher minimum age, the PARTNER must follow this requirement.

### d) Fair employment

PARTNERS ensure legal and fair employment conditions, especially in terms of wages, social benefits as well as working hours. The benchmarks in this context include the respective national and local laws as well as any contractual agreements. Insofar as there are laws in countries that do not comply with European standards, the PARTNERS will develop concepts that take into account the regional conditions and ensure fair employment for all employees.

### e) Anti-discrimination

Equal opportunities and equal treatment of employees must be guaranteed in the PARTNER company. Diversity of employees is important and should be respected. Discrimination on the grounds of race or ethnic origin, nationality, gender, religion or world view, disability, age or sexual identity is prohibited.

### f) Occupational health and safety protection

PARTNERS must protect and ensure the health and safety of all employees, customers and suppliers. This also includes protection against work-related illnesses and occupational accidents. The use of alcohol or drugs in the workplace will not be tolerated by the PARTNERS. Legal regulations on occupational health and safety must be complied with by the PARTNERS.

PARTNERS will always organize work processes and workplaces in a safe and proactive manner to prevent workplace accidents. And they will regularly inspect workplaces and conditions in order to identify health and other risks.

## II. Requirements for our PARTNERS

### 3. Environmental protection

PARTNERS must conduct their business activities in an environmentally compatible and sustainable manner and focus on protecting the environment and using sustainable, natural resources.

One of the PARTNER's objectives is to continuously reduce the ecological impact of its business activities and thus contribute to environmental and climate protection. Any harmful environmental impact must be avoided to the greatest extent possible and ecological resources must be used responsibly and carefully. PARTNERS should set targets to reduce their emissions, measure and review these emissions on a regular basis and report on target achievement, for example through the Science Based Targets initiative (SBTi). The basic elements of life must be protected, in particular the soil, water, air and biological diversity. Legal and official requirements relating to environmental protection must be complied with. The PARTNERS will cooperate with the respective authorities in order to find solutions for their projects that are as environmentally compatible as possible.



## 4. Ethical business behaviour

### a) Conflicts of interest

Actions and decisions of PARTNERS must always be free of extraneous considerations and personal interests. Conflicts of interest on the part of employees of PARTNERS and/or their business partners, as well as any appearance that such a conflict of interest might exist, are to be avoided. PARTNERS shall avoid any situations in which the interests of a company, in particular DEHOUST GmbH, or a state institution and their own personal, family, political or financial interests of employees may conflict.

### b) Bribery and corruption

All business activities of PARTNERS shall be kept free of any bribery or corruption. In connection with business activities, no improper advantages shall be provided or offered to employees, business partners, their employees or other third parties. On the other hand, no advantages or benefits shall be accepted from PARTNERS if there is any potential that they could influence a business decision. The circumvention of regulations by making contributions to third parties, e.g. consultants, trustees or intermediaries is strictly prohibited. When dealing with public officials, authorities and other government agencies, PARTNERS will act with particular sensitivity and will generally not grant or accept any benefits.

In countries or regions where different legal frameworks or business practices apply, the standards and values mentioned above must nevertheless be applied. Donations must be avoided or refused if it can be reasonably assumed that a business decision or transaction could be influenced by the donation.

In case of doubt, PARTNERS shall seek expert advice before taking any action or making any decision.

### c) Following competition and anti-trust rules

PARTNERS are committed to fair and open competition. They recognize that this approach is essential for maintaining economic prosperity and social balance. PARTNERS do not participate in agreements that restrict or distort competition and do not engage in potentially illegal and/or criminal transactions or practices.

PARTNERS shall not apply unfair practices, engage in industrial espionage or spread false or misleading statements about competitors and their offered services and products.

The PARTNERS shall refrain from exchanging data and information with competitors if these concern (intended) pricing, market conditions, customers or production capacities. PARTNERS shall not participate in any unlawful bid rigging, such as in tenders or agreements on the allocation of customers, markets or products and services.

### d) Money laundering and foreign trade

PARTNERS shall comply with all money laundering-related monitoring and reporting obligations. They do not participate in the financing of terrorists or money laundering activities, either actively or passively. PARTNERS shall stay up to date with regard to their business partners and ensure that these business partners only conduct legal business with funds from legal sources.

PARTNERS shall comply with all requirements of customs and foreign trade laws as well as with all embargoes, financial or supply restrictions and other trade sanctions imposed by the UN or the EU.

### e) Information and data protection

Trade and business secrets and all other confidential information from and / or about DEHOUST are to be treated as strictly confidential by the PARTNERS. Such information shall only be shared with third parties if this is absolutely necessary for PARTNER's performance of the contract and a confidentiality agreement has been concluded with the third parties beforehand.

Confidentiality agreements must be strictly followed. All applicable data protection laws and policies that protect the data of employees, customers or other third parties shall be complied with. This applies in particular to personal data of DEHOUST employees.

# III. Implementation of the requirements

## 1. Information

PARTNERS will familiarize themselves and their employees with the Code of Conduct for contract partners. They shall also sufficiently inform their employees about the contents of the Code of Conduct for contract partners and the obligations that arise from it. PARTNERS are free to introduce appropriate internal guidelines of conduct for themselves and their employees, but these may not restrict the standards defined in this Code of Conduct for contract partners.

## 2. Application and documentation

PARTNERS will apply the provisions and content of the Code of Conduct for contract partners in their respective businesses. In this regard, they will also appropriately document the measures taken. Upon request, the PARTNERS will provide DEHOUST with the information concerning the PARTNERS that DEHOUST requires for its own reporting obligations, such as corporate social responsibility.

## 3. Application for business partners of partners

DEHOUST expects that its PARTNERS also communicate the principles of this Code of Conduct to their own suppliers and direct business partners and actively promote the application of and compliance with the contents on the part of their business partners. PARTNERS shall also recommend that their business partners ask their business partners to comply with the contents of this Code of Conduct for contract partners.

## 4. Control

DEHOUST reserves the right to verify compliance with this Code of Conduct or to have compliance verified by independent third parties. In this regard, the SUPPLIERS shall grant DEHOUST access to the necessary operating facilities and means of production and shall support DEHOUST in the inspection, for example, by providing self-disclosure or forwarding of the documentation prepared by them.

## 5. Consequences

PARTNERS are aware that compliance with the provisions of the Code of Conduct is an important component of a lasting and sustainable business relationship with DEHOUST.

DEHOUST reserves the right to terminate individual contracts or the business relationship and/or impose other, appropriate consequences in the event of violations of this Code of Conduct.

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## IV. Updates

**D**EHOUST reserves the right to review and update this Code of Conduct for contract partners from time to time. DEHOUST will inform its PARTNERS about such updates.



# V. Reporting violations

**P**ARTNERS shall promptly report any violation or suspected violation of the provisions of this Code of Conduct to DEHOUST. Reports of violations of this Partner Code of Conduct by a PARTNER, its officers, employees or business partners may be made via SpeakUp®, DEHOUST's external whistleblower system, by telephone or online using the access data below.

**The access code is 105825**

**Web: <https://dehoust.speakup.report/reports>**

Country	Phone
<b>Belgium</b>	0800 89 326
<b>Denmark</b>	+45 43 31 09 61*
<b>Germany</b>	0800 1818 952
<b>Finland</b>	0800 392 912
<b>France</b>	080 554 3753
<b>Italy</b>	800 147 694
<b>Netherlands</b>	+31 10 700 75 03*
<b>Austria</b>	0800 909 683
<b>Poland</b>	0080 0012 953

Country	Phone
<b>Switzerland</b>	080 000 5691
<b>Sweden</b>	020 160 4703
<b>Slovakia</b>	0800 113 418
<b>Spain</b>	+34 900 031 156*
<b>Czech Republic</b>	800 050 833
<b>Norway</b>	+47 24 14 06 01*
<b>USA</b>	+1 (669) 288 7154*
<b>UK</b>	080 0022 4118

\*Call charged at local rate

**DEHOUST**  
ENERGY. HEAT. WATER.