



Supplier code of conduct

Supplier Code of Conduct

At Plymovent Group BV we believe that sustainability is good for business. As good business our duties extend beyond our own building, to people, the environment and society at large. We aim to build a sustainable company by driving efficiency, influencing change and strengthening society and we ask you to join us in these efforts.

This Supplier Code outlines what we expect from our partners and their sub-tier suppliers regarding compliance with international standards for quality, health, safety, environmental management, human rights and business ethics. In essence this means having a culture of continuous improvement whilst treating people fairly, preserving natural resources and protecting the environment and engaging with our wider communities for the benefit of all. We believe that there is a strong link between solid social and environmental performance and efficient, successful business. By working together to improve standards, we will be able to meet the current and future expectations of our customers. You may already exceed these standards. If so, we strongly encourage you to persuade your own, and your suppliers in doing the same.

Plymovent Group BV





1. Introduction

As a global company, the Plymovent Group BV (hereinafter also referred to as “Plymovent”) maintains a relationship based on trust with its business partners. Among other aspects, Plymovent is guided by integrity, ethics, sustainability and lawful conduct. Plymovent expects the same conduct from its business partners, whether customers or suppliers (at all levels).

The present Code of Conduct for Suppliers (hereinafter referred to as the “Supplier Code of Conduct”) is based on the Code of Conduct of Plymovent Group b.v. and specifically reflects what Plymovent expects from its suppliers in this respect and what commitments they are making to Plymovent.

2. Social Responsibility



Suppliers comply to fulfill their social responsibility towards employees and the company in a broader sense. In this context, attention should be paid in particular to the following aspects:

Ban on Forced Labor and Child Labor

Suppliers comply not to practice any form of forced or child labor. Plymovent is guided by the definition of child labor based on the standards of the International Labor Organization (ILO). If a local law stipulates a higher legal minimum age for workers or longer compulsory education, the higher age applies.

Ban on Discrimination and Unequal Treatment

Suppliers comply to not to discriminate against age, gender, color, ethnic or social origin, sexual identity, disability, religion or political opinion.

Exercising Employee Rights

Suppliers comply with the applicable laws and regulations for the protection of employees and to guarantee that employees can actively exercise their rights.

Working Hours and Remuneration

Suppliers comply with the applicable laws and regulations on the limitation of working hours and the granting of rest periods, rest breaks and vacation. Furthermore, the suppliers pay their employees in accordance with the applicable laws and regulations and to guarantee them equal remuneration for equivalent work.

Conflict Minerals

Suppliers comply with the applicable laws and regulations on conflict minerals. If products manufactured and/or delivered by the suppliers contain tin, tantalum, tungsten or ores thereof, or gold, Plymovent must be notified immediately without being asked to do so.

3. Occupational Safety



Suppliers comply with the applicable occupational health and safety regulations and will ensure a safe and healthy working environment in order to maintain the safety and health of employees, to protect third parties, and to prevent accidents,

injuries and work-related illnesses. Finally, suppliers train their employees appropriately on all occupational health and safety topics – in a language they understand.

4. Other Compliance Aspects



Suppliers comply to act lawfully and to maintain integrity in business transactions. This includes in particular the following topics:

Fair Competition

Suppliers comply to conduct themselves fairly in competition and to comply with the applicable competition regulations, in particular antitrust laws, and to ensure that neither their services nor their goods violate the property rights of Plymovent and/or third parties. Price agreements with competitors, market sharing with competitors, and the abuse of a dominant market position through price discrimination and other conduct are not tolerated in particular.

Non-Granting and/or Receipt of Improper Advantages

Suppliers shall ensure that politicians (including their family members and relatives), authorities or authority members, business partners or their employees (including Plymovent employees) or authority members are not given any improper advantages of any kind, either directly or indirectly. Suppliers ensure that their employees also do not demand or accept any improper advantages. An advantage is improper if, from Plymovent's perspective, its nature and scope are likely to influence the actions and decisions of the recipient.

Ban on Money Laundering

As a supplier of Plymovent, make sure there is compliance with the applicable laws and regulations on the prevention of money laundering, and that the use of cash in business transactions is avoided whenever possible.

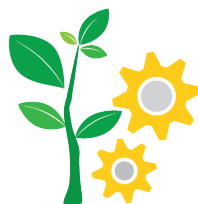
Safeguarding Trade Secrets

Suppliers comply to ensure that business information, namely technical, financial or competition-related information, is always handled in confidence and in accordance with any non-disclosure and confidentiality agreements. Suppliers are required to take appropriate precautions to protect such information.

Import & Export Controls

Suppliers agree to comply with all applicable export controls, sanctions, customs laws and regulations, including applicable trade restrictions, embargoes and other constraints on the import and export of goods, services and information. Suppliers undertake to ensure in particular that they themselves, their economic beneficiaries, all their representatives and other subcontractors employed by them are not listed as a sanctioned company and/or person on one of the applicable sanctions lists

5. Environmental Obligations



Suppliers shall comply with all applicable local environmental laws and regulations and if possible obtain the recommended ISO 14001 certification. Suppliers shall promote the development of technologies limiting CO₂ emissions as well as energy saving and recycling solutions.

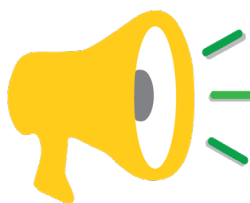
The Supplier shall avoid pollution and actively strive to reduce material consumption. The Supplier shall ensure that all chemicals and hazardous materials are handled, stored and disposed of in an environmentally safe way and as required by law. The Supplier shall ensure that air emissions (e.g. of volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting chemicals and combustion by-products generated from operations) are to be characterized, monitored, controlled, and treated and discharged as required by law prior to discharge. The Supplier shall ensure that wastewater and solid waste generated from operations, industrial processes and sanitation facilities are monitored, controlled, and treated, discharged or disposed of as

required by law prior to discharge or disposal. The Supplier shall contribute to the recycling and reuse of materials and products to the extent possible.

Suppliers shall make sure and provide confirmation to Plymovent at first request, that any products provided to Plymovent do not contain hazardous substances exceeding the threshold limit values of "EU RoHS" or are covered by legal EU RoHS exemptions.

The Supplier shall, conform to Article 33 of the EU REACH regulation which states that any Supplier of an article containing a substance of very high concern in a concentration above 0,1% weight by weight and identified on the candidate list for authorization, provide Plymovent with sufficient information to allow safe use of the article including, as a minimum, the name of that substance.

6. General Regulations



In the event of suspected violations of the standards and regulations laid down in the Supplier Code of Conduct and to secure the supply chain, suppliers agree to Plymovent performing audits to check compliance with the Supplier Code of Conduct, in particular on the supplier's factory premises, at their business premises and in their commercial buildings, during normal business hours with reasonable advance notice of at least 14 working days. Plymovent is authorized to perform an audit at the supplier.

Suppliers are obligated at the request of Plymovent to provide information and grant access to documents required by Plymovent to exercise the rights transferred to them by way of this Supplier Code of Conduct. The obligation also extends to information about affiliated companies, as well as subcontractors, insofar the company obligated to provide information, have the information available, or is able to obtain the requested information due to existing legal connections.

Any violation of the provisions of this Supplier Code of Conduct by a supplier is deemed a breach of essential contractual obligations and gives Plymovent the right, but not the obligation, to take appropriate measures (e.g. audit with cost implications, termination of the business relationship, contract termination, etc.).

Suppliers comply to ensure that their employees comply with the requirements of this Supplier Code of Conduct and take all necessary precautions for the implementation of the requirements.

Furthermore, Plymovent suppliers are required to also oblige their subcontractors to comply with and implement the requirements of this Supplier Code of Conduct.

Declaration of the Supplier

We hereby confirm receipt of the Supplier Code of Conduct and to comply with the principles and requirements of the Supplier Code of Conduct. We also confirm that by signing this Supplier Code of Conduct, it will form part of the existing (contractual) relationship(s) (if any) between us and Plymovent Group BV.

Name

Titel / Position

Name supplier, signature and stamp

Date and place