

Global Code of Conduct for Contractual Partners of the TÜV Rheinland Group (TRG) to uphold fundamental human rights and international standards of environmental protection

I. The TRG Global Code of Conduct

With the **Declaration of Principles on the Human Rights Strategy of the TÜV Rheinland Group** (hereinafter: "TRG"), the Executive Board of TRG has **committed itself to respecting, upholding and implementing the universal framework for upholding human rights and the international standards of environmental protection in accordance with international and national regulations, in particular those of the United Nations, the OECD and the International Labor Organization (ILO). TRG's Policy Statement on Human Rights Strategy is an integral part of this Code of Conduct.**

In implementation of the policy statement on TRG's human rights strategy, the Executive Board of TRG issues the present Code of Conduct of TÜV Rheinland Group for the observance of fundamental human rights and international standards of environmental protection - hereinafter: "**the Code of Conduct**".

The Code of Conduct reflects the firm will of the Board of Management and the employees of TRG, within the framework of their global operational activities, to help enforce the inviolable dignity of the individual, their right to equal social participation in social and economic life, their individual abilities, interests, and views, as well as their rights to equal social and humane working conditions, worldwide. These basic principles of human rights and environmental protection are the guiding culture of TRG, worldwide.

1. Scope of application of the conduct directive

The TRG Code of Conduct applies to and is directly applied in all TRG Group business units worldwide.

The addressees of the TRG Code of Conduct are all contractual partners of TRG. "Contractual partners" of TRG according to this Code of Conduct are, the TRG Group **employees** worldwide, all direct and indirect (supplier) market participants with whom TRG has a **contractual business relationship, Business partners** with whom TRG is in the stage of **pre-contractual negotiations, any business contacts** of TRG with market participants, even if these do not have a pre-contractual or contractual legal or business relationship with TRG, even if these business contacts do not lead to the conclusion of a contract.

All groups of persons listed above are hereinafter referred to in this Code of Conduct as "**the Contracting Parties**".

The Code of Conduct accompanying the Code of Conduct is intended to enable TRG contractors worldwide to identify abuse and violations of human rights and fundamental international environmental standards in their day-to-day professional and non-professional activities, to counter them preemptively, to remedy identified violations and, for their part, to proactively contribute to improving the human rights and environmental situation in their areas.

2. Expectations

TRG acknowledges and respects the diversity of societies and cultures and of each individual person. TRG considers this diversity an enrichment. To maintain this diversity while respecting human rights and the fundamental international standards of environmental protection, to create fair and economically adequate market conditions worldwide while respecting human dignity and the international standards of environmental protection, the Board of TRG has issued the present Code of Conduct.

TRG expects and makes it a prerequisite for any cooperation with contractual partners worldwide that they individually respect the contents of the Declaration of Principles on Human Rights Strategy and this Code of Conduct in their area and implement them in their business areas without restriction.

3. Consequences of violations of the code of conduct

TRG will henceforth evaluate and assess all contractual relationships or business contacts with its contractual partners worldwide according to the extent to which they comply with and apply their business activities for TRG and/or beyond in accordance with TRG's Statement of Principles on TRG's Human Rights Strategy and, in addition, the Code of Conduct on Human Rights and Environmental Protection in their business activities themselves.

TRG will, to the extent permitted by applicable law, immediately terminate and cancel any cooperation with contractors who are found to be in non-compliance with TRG's Human Rights Policy Statement and, in addition, the Code of Conduct for the Protection of Human Rights and International Standards of Environmental Protection.

II. Basic Requirements of Cooperation between TRG and its Contractual Partners

1. Commitment of the contractual partners of TRG to respect human rights and environmental protection

TRG and its contractual partners are committed to upholding **human rights and international standards of environmental protection** in accordance with the TRG Human Rights Strategy Policy Statement and relevant supranational standards as codified in the UN Universal Declaration of Human Rights of 1948, the UN Guiding Principles on business and human rights, the UN Global Compact, and the conventions of the International Labor Organization (ILO).

TRG and its contractual partners are **aware** that only the **sum of their individual personal contributions to the respect and improvement of human rights and the international standards of environmental protection** represent an **overall contribution** to the sustainable safeguarding of the livelihoods of humankind and to a global economy characterized by the principles of integrity, sustainability, preservation of the environment and fairness.

The contracting parties agree with TRG that, by **implementing this Code of Conduct, they are each individually responsible** for contributing to the respect, safeguarding and realization of universal human and environmental rights on a global level with global impact.

2. Measures of the contracting parties

TRG and its contractual partners undertake to **take, actively pursue, and implement all necessary measures within their organization, worldwide to enforce the TRG Statement of Principles on Human Rights Strategy and additionally this Code of Conduct in their business areas.** TRG and its contractual partners also undertake to take all possible appropriate measures in their business areas, if necessary, also regarding their other contractual partners (subcontractors) and to realize the enforcement of this Code of Conduct for TRG as well as for their other contractual partners worldwide.

3. Support from TRG

TRG agrees to support contractors in implementing TRG's Human Rights Policy Statement as well as this Code of Conduct.

TRG provides a corresponding information module for this purpose in accordance with Section IV. of this Code of Conduct.

III. immutable human rights and environmental standards

TRG and its contractual partners are particularly committed to the unchangeable human rights and environmental standards listed below.

1. Equal treatment and inclusion

Every person has a right to their own individuality within the framework of the law. Every person has a right to general equality of opportunity, including within the framework of justified employment relationships. Any form of discrimination is disapproved.

The forms of discrimination are manifold. In particular, discrimination against people because of their gender, age, skin color, ancestry (race), home country, social origin, nationality, religious or political beliefs or sexual orientation is not tolerated. The individual diversity of people, cultures, and social orders in the sense of the UN Declaration of Human Rights of 1948 does not represent a contradiction to one's own cultural roots or views but is considered as an enrichment of universal humanity.

TRG and its contractors will establish a working environment in its business units worldwide that is consistent with diversity and general equality of opportunity for each individual, free from discrimination of any kind, and will urge the maintenance of these principles among its contractors (subcontractors) as well.

2. Ban on forced labor

Every person has the individual right, within the framework of (national) rights, to pursue the permitted activities that he or she wishes to pursue. This applies in particular to professional activity.

TRG and its contractors condemn all forms of forced labor, servitude, slavery, and human trafficking.

TRG and its contractors do not accept acts or omissions intended to facilitate work of any kind, from the exploitation of personal, economic, physical or psychological coercion, the total or partial non-payment of wages earned, the withholding of property, the non-payment of social security payments due under the law of the place of employment, to the withholding of necessary work papers and documents, regardless of whether such work is intended to be remunerated or not.

TRG and its contractual partners also counteract any form of forced labor by making use of national laws, in particular by involving the competent authorities at the place of employment for all cases of involuntary activities (forced labor).

3. Prohibition of child labor

Child labor is not justifiable. Any form of work by children employed at an age below the school enrollment age, as established by national laws of the place of employment is prohibited and will not be tolerated by TRG and its contractors.

In particular, the use of children in armed conflicts, the procuring or offering of a child for prostitution, for the production of pornography or pornographic performances or for the procuring or offering of other illicit activities, in particular also for the extraction of and dealing in drugs, shall be reported immediately (without culpable hesitation) in accordance with national laws of the place of employment, to national authorities responsible there, by TRG and its contractual partners.

4. Corporal punishment and coercion

Any form of coercion, corporal punishment, or any unlawful intimidation of employees, such as threats of termination, withholding of wages, discrimination against close relatives or the initiation of unjustified official measures against employees is not permitted.

TRG and its contractual partners declare that they will not permit and will not oppose such measures in their respective business areas in the slightest.

5. Sexual harassment

TRG and its contractual partners despise and combat any form of sexual harassment or sexual coercion against children, women and men, and work to counteract such situations from the outset, regardless of whether such unlawful acts take place in a workplace or outside a workplace. This also applies if sexual assaults are already even emerging within or outside of the professional activities of an individual affected. The protection of women's rights under national laws of the place of employment requires special attention.

TRG and its contractors agree to immediately report to the appropriate authorities any sexual assault or sexual coercion that may occur under national laws of the place of employment.

6. Occupational safety and health

The physical integrity of every professional or other employee entitles him or her to adequate occupational health and safety. In this context, national occupational safety regulations at the place of employment are a minimum standard. TRG and its contractual partners are also bound by the inalienable basic principles of occupational safety in accordance with ILO standards, namely the outlawing and prevention of work which, by its nature or due to the circumstances in which it is carried out, could already harm the health, safety and morals of all employees, especially children, without adequate protective measures. Obviously inadequate safety standards in the provision and maintenance of the workplace, the workplace and the - technical - work equipment, the lack of suitable protective measures, in particular against the effects of chemical, physical or biological substances that are hazardous to health or harmful to health, shall be eliminated immediately and shall not be tolerated or prevented, even in relation to contractual partners (indirect suppliers). This also includes the absence of measures to prevent excessive physical and mental fatigue, in particular due to unsuitable or inhumane work organization regarding working hours and rest breaks or insufficient training or lack of instruction of employees or the absence of suitable sanitary facilities at the workplace.

TRG and its contractors are actively working to reduce the hazards of physically demanding work and the resulting physical and psychological consequences for employees. This includes excessive heavy physical work or inappropriate shift work, even if they are in accordance with national laws of the place of employment.

7. Occupational safety

TRG and its contractual partners shall monitor and ensure, within the scope of their possibilities, that **technical facilities, production processes and social working areas** at their respective contractual partners' (indirect) suppliers **comply with the safety standards and occupational health and safety regulations applicable at the place of employment as well as those prescribed by the production facility manufacturers**. In particular, TRG and its contractual partners undertake to immediately involve the responsible national authorities in the event of the elimination of obvious safety deficiencies.

8. Adequate working conditions

TRG and its contractual partners are committed to safeguarding and ensuring that all employees are entitled to appropriate remuneration, which is based as a minimum standard on the statutory regulations of the respective national labor market, including compliance with the applicable national regulations on working hours and paid vacation.

TRG and its contractors do not accept wage dumping, especially pay that is below the minimum living standard of the place of employment as measured by (quota) hours worked.

TRG and its contractual partners as well as other business partners declare their commitment to the basic principle of fair remuneration.

9. Freedom of association

Regulations of the International Labor Organization (ILO) on freedom of association are advocated and their implementation supported.

TRG and its contractual partners undertake, based on this Code of Conduct, to respect the rights of employees to join trade unions and to exercise employee rights (right to strike; actions for protection against dismissal) in accordance with the law of the place of employment, and to guarantee these rights in their respective local operations.

10. anti-corruption

TRG and its contractual partners reject and prevent any form of corruption in their respective business areas. Reference is made to TRG's Guideline on Avoiding Conflicts of Interest and Corruption.

11. Environmental protection

TRG and its contractual partners undertake, within the scope of their respective business activities, to observe the concerns and international standards of environmental protection and to enforce these based on national laws applicable at the place of activity as well as the international conventions referred to below. TRG and/or its contractual partners shall immediately report violations of national or international environmental regulations to national authorities if they become aware of them during their business activities.

TRG and its contractors shall respect and comply with the International Covenant on Economic, Social and Cultural Rights regarding the prohibition of **causing harmful soil degradation, water pollution, air pollution, noise pollution and excessive water consumption, especially where natural bases for the preservation and production of food and access to safe drinking water are denied, especially where there is a risk that a person's health may be harmed. TRG, its contractors will immediately report violations of these prohibitions to the appropriate national authorities.**

TRG and its contractors opposed violations of the international **prohibition of unlawful eviction and deprivation of land, forests, and waters, in the acquisition, construction or other use of land, the use of which secures the livelihood of one or more persons.**

TRG and its contractors comply with the international **ban on the production of mercury-added products as well as the use of mercury and mercury compounds, namely in manufacturing processes and violations of the provisions of the treatment of mercury waste under the Stockholm Convention.**

TRG and its contractual partners respect the international **ban on the production and use of chemicals, especially from persistent organic pollutants in accordance with the Stockholm Convention.**

TRG and its contractors respect and comply with the international **prohibition of non-environmentally sound handling, collection, storage, and disposal of waste, as well as the import and export of hazardous waste in accordance with international rules, in particular the Basel Conventions on the Control of Transboundary Movements of Hazardous Wastes and the prohibition of import of hazardous wastes and other wastes.**

IV. Notification and information obligations and complaints portal

TRG and its contractors recognize the importance of identifying abuses that are contrary to TRG's Human Rights Policy Statement as well as this Global Code of Conduct on Human Rights and Environmental Protection.

1. Duty of disclosure

TRG and its contractual partners agree that, beyond the possibility of violations of the TRG Statement of Principles on TRG's Human Rights Strategy as well as the provisions of this Code of Conduct for the protection of fundamental human rights and international standards of environmental protection, joint action is required. This requires mutual information. TRG and its contractual partners therefore undertake to report violations of the TRG Declaration of Principles on Human Rights Strategy and additionally of this Code of Conduct to TRG, in addition to any possible involvement of national authorities, even if they are clients of TRG or indirect suppliers (sub-suppliers of the contractual partners) (duty to report).

2. Information and reporting portal

The TRG Board of Directors would like to support all of TRG's contractual partners in their efforts to uphold human rights and international standards of environmental protection in their business activities, to combat abuses that violate these principles.

TRG offers its contractual partners worldwide as well as third parties the possibility to inform themselves free of charge about the areas of application and the scope of violations of the TRG Declaration of Principles, the Human Rights Strategy as well as this TRG Code of Conduct for the protection of fundamental human rights and international standards of environmental protection under www.tuv-rheinland.ethicspoint.com. Confidentiality is assured and guaranteed by interlocutors independent of the Board of Directors or the management of the TRG companies.

TRG offers its contractual partners worldwide as well as third parties worldwide the opportunity to report violations of the TRG Statement of Principles on Human Rights Strategy and this TRG Global Code of Conduct for the Protection of Fundamental Human Rights and the International Standard of Environmental Protection of which they become aware at www.tuv-rheinland.ethicspoint.com. In this context, TRG offers free of charge consultations to its contractual partners and to third parties worldwide through its complaints and information portal regarding complaints made via the whistleblower hotline www.tuv-rheinland.ethicspoint.com. Confidentiality is assured and guaranteed by interlocutors who are independent of the Board of Directors or the management of the TRG companies.

Cologne, 16 December 2022
TÜV Rheinland AG
TÜV Rheinland Group

- The Board of Management -