

Supplier Code of Conduct

Voith Group



Preface

“Sustainable technologies for future generations”

This is a commitment we expect both ourselves and our suppliers to uphold.

In order to fulfill our ecological, social and ethical responsibility towards the environment and society, we require our employees worldwide to comply with internal directives that comply with all applicable laws and internationally recognized standards, and which are embedded in our [Voith Code of Conduct](#).

A common understanding of social, ecological and ethical business policies is an indispensable basis for a successful collaboration with our suppliers. We therefore expect our suppliers to acknowledge and uphold the following principles within their own organizations, and to communicate them within their supplier networks.

1 Environment

Fulfillment of applicable environmental protection requirements

We require compliance with all applicable environmental protection regulations at the place of fulfillment and the prevention of any adverse environmental impacts.

Resource conservation & decarbonization

We expect our suppliers to prioritize the efficient use of resources such as water, energy, raw materials and other materials. They are expected to minimize waste and actively engage in monitoring and reducing their (greenhouse gas) emissions to air, water and soil. This can be reinforced by a commitment to initiatives such as the Science Based Targets initiative (SBTi) or similar programs.

Protection of biodiversity

We expect our suppliers to proactively contribute to the preservation and enhancement of biodiversity. This includes preventing the alteration, deforestation or degradation of natural woodlands, wetlands and other ecosystems.

Environmental pollution, waste and hazardous substances

We expect our suppliers to actively combat soil, water, air and atmospheric pollution, as well as harmful noise emissions. It is also expected that the handling, collection, storage, and disposal of waste will be carried out in accordance

with the provisions of the relevant legal regulations. Furthermore, the production and use of mercury and mercury compounds is avoided and mercury waste is handled in accordance with the Minamata Convention.

2 Social

Human rights

We are committed to upholding and actively promoting internationally recognized human rights in accordance with the Universal Declaration of Human Rights (UDHR).

Eradication of forced and child labor

We expect our suppliers to denounce all forms of forced labor, slave labor, child labor, or similar practices as defined by the International Labor Organization (ILO), and to ensure that such practices are not applied directly or indirectly within their own companies or throughout their supply chains. Instead, they are expected to support the principle of freely chosen employment and to ensure that their own suppliers do not appear in the [UFLPA Entity List](#).

Induction of adverse changes

We expect our suppliers to refrain from unlawful forced evictions or changes to land, forests and bodies of water that are essential to people's livelihoods. This applies in particular when they acquire, cultivate or otherwise utilize land, forests or bodies of water.

Employee representation and freedom of association

We expect our suppliers to work collaboratively with employee representatives in a spirit of trust and to respect freedom of association. They are expected to grant their employees the right to represent their employees' interests based on the applicable national legislation. Their employees do not suffer any **disadvantages** if they make use of this right.

Fair working conditions

We expect our suppliers to ensure and guarantee appropriate wages and social benefits. Furthermore, it is expected that the applicable occupational health and safety regulations and obligations are respected in accordance with the legislation applicable at the place of operation.

Equal opportunities, diversity and inclusion

Our suppliers strictly reject any form of discrimination in employment based on national, ethnic or social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or ideology. In addition, our suppliers are expected to honor and respect the rights and cultural identity of indigenous peoples.

Health and safety at the workplace

We expect our suppliers to ensure a safe working environment to protect the health and well-being of their employees, and to rigorously avert occupational illnesses and injuries.

Deployment of security personnel

When engaging private or public security forces, we expect our suppliers to ensure that the personnel deployed are appropriately trained. They are expected to guarantee that there is no violation of either the prohibition of torture and cruel, inhuman or degrading treatment, or the prohibition of endangering life and limb, or the freedom of association and unionization.

Conflict minerals

We expect our suppliers to warrant that the products they deliver do not contain any conflict minerals as defined by Sections 1502 and 1504 of the US Dodd-Frank Act. It is expected that all applicable requirements of the REACH and RoHS directives will be complied with. Transparency regarding the origin of the materials is guaranteed.

3 Governance



Conflicts of interest

We expect our suppliers to maintain transparency in their business activities and to avoid any conflicts of interest that could impair objective and professional decision-making. Should a potential conflict of interest arise, our supplier is expected to inform Voith immediately.

Bribery and corruption

We expect our suppliers to commit to taking appropriate measures to comply with applicable national and international anti-corruption laws. The supplier is expected to ensure that neither its employees nor its subcontractors offer, promise or grant benefits to Voith employees or their close associates to obtain an order or business favors. Gifts, invitations or other benefits are only permitted in exceptional cases if they are socially appropriate, customary in the trade and of low value. Voith employees must respect strict value limits in this regard. Monetary gifts are not permitted in any case. The acceptance of improper benefits by Voith employees is not allowed and must be reported immediately by our supplier. Any influence on public officials or their representatives through benefits, including so-called “facilitation payments”, is strictly prohibited.

Fair and transparent competition

We expect our suppliers to follow the rules of fair competition and support all endeavors to enforce a free market and open competition at the national and international levels.

Foreign trade and terrorism regulations

We require our suppliers to comply with the applicable foreign trade provisions and regulations on import and export control, and to observe the applicable economic embargoes. Compliance with such regulations is expected to be ensured through appropriate procedures and processes.

Intellectual property

We expect our suppliers to respect and protect Voith's intellectual property rights. Moreover, our suppliers are expected to take active action against the misuse, unauthorized use, unauthorized disclosure or infringement.

Information security and data protection

Confidential information of employees and business partners is expected to be carefully protected by our suppliers and compliance with data protection regulations is ensured. We expect that employees and third parties who are commissioned to provide services are sensitized accordingly and obliged to comply with security requirements. Appropriate measures are in place to prevent and respond to security incidents.

Fulfilment of requirements

By accepting the order and our General Purchase Conditions, our suppliers agree to comply with the requirements contained therein. In addition, Voith requires that compliance questionnaires are filled out completely and truthfully to ensure compliance with our standards and legal requirements.

Voith reserves the right to verify compliance with requirements, by way of self-assessments or audits for example. In the event of an infringement, Voith reserves the right to take appropriate measures, including cancellation of the contract, unless the infringement is of a minor nature and is immediately and permanently remedied by the supplier.

Any contractual obligations remain unaffected by this Supplier Code of Conduct and take precedence over the provisions described in this document.

Voith whistleblower platform

If you have any concerns about unlawful behavior or misconduct, please get in touch with the person responsible for your region via the website [Compliance / Whistleblowing Scheme | Voith](#) or use our anonymous whistleblowing platform [Compliance / Integrityline | Voith](#).

Voith GmbH & Co. KGaA
Corporate Purchasing Sustainability
St. Poeltener Str. 43
89522 Heidenheim, Germany

Contact:
Phone +49 7321 37 4506
PurESG@voith.com

VOITH