



Document name: Suppliers' code of conduct

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1. Introduction & Aim

DYWIDAG promotes and expects the application of high legal, ethical, environmental and employee-related standards within our own business and among our suppliers. As a valued member of our supply chain your performance and adherence to these standards is an important and integral part of DYWIDAG's Spirit.

DYWIDAG therefore requires its suppliers to respect the ethical principles presented in this Code of Conduct and to ensure that their own suppliers and subcontractors do the same.

2. Source

The foundations of the guidelines are UN Global Compact's ten principles in the areas of human rights, labor, the environment and anti-corruption, the Universal Declaration of Human Rights of the United Nations as well as the OECD guidelines for Multinational Enterprises.

3. Guidelines – SUPPLIER SHALL

GOVERNANCE

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ETHICS

- Abide by all applicable national and international trade laws and regulations including but not limited to antitrust, trade controls, and sanction regimes;
- Consider business integrity as the basis of business relationships;
- Prohibit all types of bribery, corruption and money laundering;
- Respect the privacy and confidentiality of all its employees and business partners, as well as protect data and intellectual property from misuse;
- Not engage in price fixing or market manipulation;
- Not submit false statements in the course of the procurement process.



PEOPLE

- Support the protection of internationally proclaimed human rights, fight forced labor (including modern slavery and human trafficking) and child labor;
- Uphold the freedom of association and the right to collective bargaining in accordance with applicable laws;
- Treat employees with respect and provide a workplace free of harassment or abuse of any kind, harsh and inhumane treatment, unlawful practices or discrimination;
- Enable employees and other stakeholders to report concerns or potentially unlawful practices at the workplace;
- Comply with minimum wage and working hours in accordance with local laws;
- Ensure safety of employees in the workplace, in accordance with all applicable laws, regulations and industry standards.

ENVIRONMENT

- Comply with all applicable environmental, health and safety regulations;
- Promote the safe and environmentally sound development, manufacturing, transport, use and disposal of products;
- Ensure that product quality and safety meet the applicable requirements;
- Protect employees' and neighbors' life and health, as well as the general public at large against hazards inherent in supplier's processes and products;
- Use resources efficiently, apply energy-efficient and environmentally friendly technologies and reduce waste, as well as emissions to air, water and soil;
- Minimize negative impact on biodiversity, climate change and water scarcity.



4. Right to Audit

DYWIDAG reserves the right to conduct audits or assessments to ensure supplier's compliance and will take appropriate steps regarding relationship with supplier if there is a reason for concern.

5. Reporting Possible Violations

If supplier or supplier's employee has a serious concern on possible irregularities or misconduct, he/she should report them using the best and most easily accessible channel in this regard. DYWIDAG's **Whistleblower Policy** covers the means of contact and can be found here:

<https://www.dywidag-systems.com/group/ethics-compliance/>

DYWIDAG will investigate thoroughly any actual or suspected breach of this policy, or the spirit of this policy. DYWIDAG reserves the right to discontinue any relationship for non-adherence to international principles, failure to correct violations, or displaying patterns of non-compliance with these standards.

Michael Wells

Global Supply Chain Director

Company _____

Name _____

Title _____

Date & signature _____