

## Business Partner Code of Conduct

The Am Zehnhoff-Söns Group (AZS Group) stands for responsible, sustainable and law-compliant business practices. This Code of Conduct defines the minimum requirements for business partners.

### 1. Purpose and Scope

This Code of Conduct applies to all business partners of the AZS Group, in particular customers, suppliers, subcontractors, carriers, service providers and other contractors.

Business partners shall implement the principles of this Code within their organization and communicate them throughout their supply chain.

The requirements of this Code of Conduct are based on internationally recognized standards for responsible business conduct and sustainable supply chains, in particular:

- UN Global Compact Principles
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- International Labour Organization Core Labour Standards
- UN Guiding Principles on Business and Human Rights

Compliance with all applicable national and international laws is a prerequisite for cooperation with the AZS Group.

### 2. Environment

Business partners shall minimize their environmental impact and comply with all applicable environmental laws and regulations.

This includes in particular:

- compliance with applicable environmental laws and permits
- reduction of emissions, waste and environmental pollution
- responsible use of energy, water and natural resources
- safe handling, storage and disposal of waste and hazardous substances
- promotion of energy and resource efficiency

Environmental aspects should be considered in risk assessments and continuously improved.

### 3. Labour and Human Rights

Business partners shall respect internationally recognized human rights and the ILO Core Labour Standards.

In particular, the following principles apply:

- prohibition of child labour
- prohibition of forced labour, modern slavery and human trafficking
- fair working conditions and adequate remuneration
- compliance with applicable working hours and rest period regulations
- equal treatment and non-discrimination
- respectful treatment of employees

Safe and healthy working conditions must be ensured, in particular through:

- compliance with occupational health and safety regulations
- prevention of workplace accidents
- training on occupational health and safety
- continuous improvement of working conditions

#### 4. Ethics and Integrity

Business partners shall act with integrity and transparency. This includes in particular:

- zero tolerance for corruption and bribery
- prohibition of improper advantages or unlawful payments
- compliance with competition and antitrust laws
- avoidance or disclosure of conflicts of interest
- protection of confidential information
- compliance with export control, sanctions and trade regulations
- compliance with applicable data protection laws

Appropriate compliance measures and internal controls must be implemented.

#### 5. Sustainable Supply Chain

Business partners shall apply appropriate due diligence within their supply chain. This includes in particular:

- identification and assessment of risks (risk assessment) related to environment, human rights and business ethics
- selection of responsible business partners
- communication of these requirements to subcontractors and suppliers
- implementation of appropriate preventive and mitigation measures

Business partners remain responsible for subcontractors they engage.

#### 6. Whistleblowing System

Violations of laws or of this Code may be reported through the AZS Group whistleblowing system:

<https://www.azs-group.com/en/formular-hinweisgeberschutzgesetz>

Reports may be submitted confidentially. Whistleblowers are protected in accordance with applicable legal requirements.

#### 7. Implementation, Monitoring and Corrective Actions

The AZS Group may request evidence of compliance with this Code.

To ensure compliance, the following measures may be taken in particular:

- monitoring of compliance with these requirements
- conducting risk assessments
- requesting additional information or documentation
- implementation of corrective actions

In case of serious or repeated violations, the business relationship may be terminated.