

Business Partner Code of Conduct

Integrity, compliance with the law and responsibility towards people and the environment are the guiding principles for Eberspächer's Corporate Governance. Thereby we regard the conventions and recommendations of national and international organizations such as the "United Nations Global Compact", the "UN Guidelines on Business and Human Rights" and the "OECD Guidelines for Multinational Enterprises" as being important guidelines. We therefore expect our business partners to comply with the following principles.

The business partner commits

Legal Compliance

- to comply with the laws of the respective legislation that are applicable in the context of the business relationship with Eberspächer.
- no unlawful offering, granting, demanding or accepting of benefits or advantages to or from business partners. Especially no benefits to Eberspächer employees and their relatives, with the exception of (promotional) gift articles of minor value and appropriate expenditures on hospitality. (Prohibition of corruption, bribery, extortion and avoidance of conflicts of interest).
- to adhere to the regulations of competition and antitrust law and to obey the principle of fair competition.
- to enable the reporting of the violation of rules and laws through whistleblowing and protect the identity of the whistleblower from adverse consequences.

Human rights and working conditions

- to uphold and promote human rights by outlawing the causation of and participation in human rights abuses.
- no discrimination or harassment on the basis of skin color, race, nationality, social or ethical background, disability, sexual orientation, political or religious beliefs, as well as gender and age.
- to respect the personal dignity, privacy and personal rights of everyone.
- fair treatment of employees free from sexual harassment, corporal punishment or torture, mental abuse, compulsory labor as well as threats of such treatments.
- to comply with the maximum number of working hours and the minimum wage laid down in the applicable laws
- to recognize the right of free association of employees in accordance of the applicable national law and to neither favor nor discriminate against members of employee organizations or trade unions.
- to permit collective wage negotiations in accordance with applicable national legislation.
- not to employ workers who have not reached the minimum age according to ILO Convention 138. (Prohibition of child labor)

Health and safety of employees

- to assume responsibility for the health and safety of its employees, to provide training for employees in health and safety issues and to eliminate or minimize the risk of accidents or occupational diseases.

Sustainability and environmental protection

- to act in accordance with the applicable statutory and international standards and laws regarding environmental protection
- to deal with ecological challenges in a prudent and foresighted manner and to make its contribution to the global climate target (global warming below 2 degrees Celsius), through the use of renewable energies and energy-efficient practices.
- upon request, to provide information regarding its energy consumption in MWh and CO₂ emissions (Scope 1, 2 and 3 emissions) in tons.
- to conserve resources through sustainable resource management and the reduction of waste volumes and water consumption.
- to minimize environmental impact through responsible chemical management.
- to avoid pollution of air and water quality by optimizing internal processes.
- to fulfill its due diligence obligations in the supply chain with regard to relevant raw materials ([Conflict Minerals Policy Statement](#))

Information security and data protection

- to act in accordance with the applicable statutory regulations regarding data privacy and to handle confidential information responsibly.

Business partner

- to make reasonable efforts to promote compliance with this Business Partner Code of Conduct among its business partners.

Date, signature

Name in block letters

Company stamp