

Code of conduct for suppliers of the Pfalzwerke Group

Vision of the Pfalzwerke Group

"We create sustainable solutions for a sustainable lifestyle."

Suppliers who, like us, are aware of social responsibility and are facing the challenges of the future, form the basis for us to realise our vision and bring it to life.

For us, this means that we focus our entrepreneurial activities on environmental, economic and social sustainability. The Sustainable Development Goals (SDGs) of the United Nations serve as a guide for this.

Our standards and principles are derived from the basic principles of the International Labour Organisation (ILO) and the UN Global Compact (UNGC) and embody the values that are practised in the Pfalzwerke Group's daily work:

transparency, fairness, responsibility, innovation and customer orientation.

We see appropriate conduct and compliance with rules as an indispensable prerequisite for a trusting and long-lasting successful collaboration with our suppliers. This is especially true against the backdrop of compliance with the Supply Chain Due Diligence Act within the respective supply chain.

Compliance with legal regulations has always been a top priority for us. Breaches are taken seriously and not tolerated. We expect our suppliers to ensure the application of these principles set out in the Code of Conduct for Suppliers by themselves and within their supply chains.

We reserve the right to verify, when appropriate, the extent of compliance with the Supplier Code by using one of the following methods: self-disclosure, information from third parties, presentation of certificates and permission to verify compliance with the Supplier Code through on-site audits by our suppliers.

The Supplier Code applies to all companies of the Pfalzwerke Group through an order, acceptance of a tender, contract or otherwise agreed deliveries or services of all types by the supplier, unless otherwise agreed in the contract. If a supplier does not comply with any aspect of the Supplier Code, it is expected that it will take immediate corrective action. We also reserve the right to terminate or suspend our contracts with those suppliers who are unable to demonstrate compliance with the Supplier Code.

Principles of company management

Lawful conduct

The business must be conducted with integrity. Our suppliers are subject to laws, regulations and similar provisions in all areas of their business activities. Therefore, we expect our suppliers to observe law and order.

Anti-corruption

Corruption is a punishable offence according to international conventions and national laws. We expect our suppliers not to tolerate corruption - in any form. For example, there must be no unreasonable or improper influence on public officials or public authorities. Donations and sponsorship activities must be objectively traceable and transparent.

Prevention of money laundering

We expect our suppliers not to tolerate money laundering and to take active action against it. In particular, we expect our suppliers to deter money laundering through preventative measures and transparent business relationships.

Free and fair competition

We expect our suppliers to commit themselves to fair competition and open markets and not to engage in illegal and/or criminal practices which would result in excluding, restricting or distorting competition. As a result, we expect our suppliers not to enter into, support, or engage in any illicit cartel arrangements or participate in any other improper practices.

Conflicts of interest

A conflict of interest occurs when an employee's personal interests or private contacts/relationships influence his or her ability to make objective decisions solely in the interests of and for the benefit of the company. This applies both to the interests of the Pfalzwerke Group and the interests of the supplier. We expect our suppliers to proactively avoid any conflicts of interest. Any situation of potential or obvious conflicts between the private or personal interests of a representative of the supplier and those of the Pfalzwerke Group must be reported.

Data protection and confidentiality

We expect our suppliers to ensure the informational self-determination of their employees, customers, consumers and sub-suppliers, as well as of other persons and organisations. Our suppliers respect and ensure compliance with applicable data protection regulations.

We expect our suppliers to protect confidential and internal information, as well as personal data, from unauthorised access, destruction, use, alteration and disclosure by means of appropriate physical and electronic security procedures. Our suppliers observe the applicable confidentiality regulations and data protection laws as well as regulatory requirements when collecting, storing, processing, transferring and forwarding the information and data.

System and data security

The Pfalzwerke Group carries out important work every day for the energy supply of the population. All suppliers who actively support this process ensure that systems and operating equipment are operated safely, reliably, economically and in an environmentally friendly manner. The implementation and fulfilment of all relevant specifications and requirements of laws, regulations and the compliance with generally accepted rules of technology and data security required in them are of vital importance.

Social standards

Human rights

We expect our suppliers to respect internationally recognised human rights, support and promote their observance and exclude participation in human rights violations.

No child labour

We expect our suppliers not to make use of child labour at any stage of the manufacturing process. In particular, suppliers are encouraged to follow the recommendation of the ILO conventions on the minimum age for employees.

Minimum wage and working hours

Working hours, remuneration and fringe benefits must comply with the fundamental principles, in particular the ILO requirements on minimum wages, working hours, overtime and statutory fringe benefits.

No forced labour

Any form of forced or compulsory labour within the meaning of the ILO Convention on Forced Labour, including forced overtime, bonded labour, trafficking in human beings, slavery or forced labour in prison, shall not be used in any form and workers must be free to terminate their employment with reasonable notice.

Freedom of association

We expect our suppliers to recognise the workers' right to freedom of association and the workers' right to collective bargaining, to the extent permitted by law. We do not expect our suppliers to tolerate any discrimination, in particular on the basis of origin, gender, political persuasion, race, religion, ideology, disability, age or sexual orientation. Rather, an open and humane, fair and respectful interaction with each other is promoted.

Equal treatment

We expect our suppliers to comply with all laws and regulations of employment law as well as the General Equal Treatment Act (AGG) and to take the necessary measures for their compliance and implementation, including the prevention of any form of harassment and discrimination in the workplace. Variety, diversity and equal opportunities should be part of the company culture; all employees receive the same appreciation, respect and protection.

Occupational health and safety

We expect our suppliers to ensure the safety, protection and health of their employees. All laws, regulations and guidelines on occupational health and safety must be observed. The supplier shall ensure compliance with the statutory requirements of occupational health and safety and shall take suitable and appropriate occupational health and safety measures, e.g. effective prevention of occupational accidents and diseases.

Environmental standards

Laws and regulations for the protection of the environment

We expect our suppliers to respect all applicable local, national and international land, water and resource rights and to implement them with due care and forbearance for the environment. Unlawful evictions are not permitted.

Environmental protection

We expect our suppliers to protect the environment, to use natural resources sustainably and to use innovative resource-saving technologies.

Waste and emissions

We expect our suppliers to prevent or continuously reduce waste, as well as emissions into the air, water and soil. Among other things, this includes any negative effects on the environment being systematically controlled and suppliers avoiding, minimising or compensating for such effects. This also includes environmental impacts that prevent a person from **accessing food**, drinking water or sanitation, or that damage the health of a person.

Handling of hazardous substances

Hazardous substances pose a risk to people and to the environment. We expect our suppliers to procure, store, use and dispose of hazardous substances properly and to regularly train employees accordingly.

Complaint mechanism

Our suppliers and their employees can confidently contact our external [ombudsman](#) (even anonymously, if desired) with information on breaches and suspected breaches of the principles of the Code of Conduct for Suppliers. The ombudsman (trusted lawyer) handles confidential communications on reported grievances, breaches of law and regulations.

Declaration by the supplier

We hereby confirm that we have received, read and understood the Code of Conduct for Suppliers of the Pfalzwerke Group (01.05.2023 version) or that we have integrated our own Code of Conduct in our company which contains principles corresponding to the requirements of the Pfalzwerke Group.

In addition to our obligations arising from contracts with the Pfalzwerke Group, we hereby undertake to comply with the principles and requirements of the Code of Conduct for Suppliers or our own Code of Conduct.

Place, date, Signature

Name in block capitals, position

Company name