

## SUPPLIER CODE OF CONDUCT

In its relationships with employees, customers, suppliers, competitors and other stakeholders, METRANS Group (hereinafter referred to as “METRANS”) strives for a relationship characterized by integrity, fairness, responsibility and sustainability and expects its suppliers to follow these principles described in more detail below in their own business relationships.

### 1. Area of Application

This Supplier Code of Conduct applies to all natural and legal persons who sell or provide goods or other services (hereinafter referred to as “suppliers”) to the METRANS. The suppliers of METRANS are required to act in accordance with the legal and ethical principles described in this Supplier Code of Conduct. The supplier should also pass on these requirements in his supply chain.

### 2. Basic Requirements of Conduct

#### 2.1 Human Rights

METRANS respects and adheres to human rights as expressed in the United Nations’ Universal Declaration of Human Rights. METRANS also bases its actions on the principles of the United Nations Global Compact (UNGC) which are also a prime concern in the European Union. The suppliers are expected to comply with human rights and the core labour standards of the International Labour Organisation (ILO).

#### **Child labour**

METRANS rejects any form of child labour, defined by the core labour standards of the ILO and the principles of the UNGC. It is expected that the suppliers prohibit the work of children and, when hiring young employees, observe the local laws for the respective legal minimum age.

#### **Forced labour**

METRANS rejects any form of forced labour or human trafficking. It is expected that the suppliers do not tolerate or benefit from any forced labour, such as through indentured servitude, threats of violence to discipline or similar measures.

#### **Discrimination**

METRANS expects its suppliers to promote equal treatment of employees. No employee should be discriminated, irrespective of his cultural background, skin colour, nationality, gender, sexual orientation, religion, political views, age, physical characteristics or appearance.

#### **Freedom of association**

METRANS actively promotes the organisation of employee participation. Therefore, suppliers are expected to respect the rights of their employees in accordance with national law, e.g. to associate freely, to join unions, to form a workers’ council and to exercise the right of collective bargaining.

## SUPPLIER CODE OF CONDUCT

### 2.2 Occupational health and safety

METRANS guarantees safe and humane working conditions and promotes health-conscious behaviour. METRANS expects its suppliers to take care of the protection and health of their employees and to comply with the applicable national legislation.

#### **Working environment**

METRANS expects its suppliers to create fair, safe and healthy working conditions. It is expected that health hazards are excluded or minimized and, in accordance with the applicable national regulations, the adherence of working hours and breaks, rest and vacation periods, remuneration and maternity / paternity leave is ensured.

#### **Emergency preparedness**

METRANS expects its suppliers to take precautionary measures for first aid, fire protection, rescuing people from danger areas and effective alarms within the company.

### 2.3 Environmental protection and sustainability

METRANS accelerates the development and spread of sustainable, environmentally friendly technologies and promotes sustainability and environmental awareness.

Suppliers are expected to comply with all legal provisions and requirements for environmental protection applying, and – within the scope of their possibilities – to utilise climate friendly products to reduce emissions and energy consumption in order to protect the environment.

### 2.4 Behaviour in business environment

METRANS attaches great importance to the fair treatment of all business partners, which is one of the basic requirements for entrepreneurial cooperation. METRANS expects its suppliers to ensure a corporate policy based on fairness and responsibility and to comply with all relevant legal requirements.

#### **Free competition**

METRANS expects its suppliers to comply with the applicable competition and antitrust laws and to neither participate in illegal agreements with competitors, nor to pass on information without authorisation or to make unlawful agreements restricting competition.

#### **Prevention of corruption**

METRANS expects its suppliers to ensure compliance with anti-corruption laws and to ensure that their employees do not accept, demand or grant any unjustified benefits. Suppliers are expected to act against and prohibit any form of corruption.

#### **Preventing conflicts of interest**

METRANS expect its suppliers to make decisions in their business relationship with METRANS exclusively based on objective, factual criteria and to avoid conflicts of interest through private interests or other activities, including those of relatives or other related persons.

## SUPPLIER CODE OF CONDUCT

### **Protection of confidential information and data protection**

METRANS expects its suppliers to protect the confidential information entrusted by METRANS, its customers or other suppliers or business partners. Confidential information may only be used and disclosed in a manner authorized by METRANS. The special protection, the processing for legitimate purposes and the use of personal data of employees and business partners must also be ensured by the implementation of appropriate measures based on applicable laws.

### **3. Compliance with the Supplier Code of Conduct**

METRANS can review the compliance with the aforementioned principles and requirements through self-declarations by suppliers, or, if there is a justified reason, e.g. if fines or criminal proceedings are initiated against suppliers that are relevant to the business relationship, also through supplier-audits or in another suitable manner.

If applicable statutory provisions are more restrictive than the regulations applicable at METRANS, these provisions precede.

In the event of a material violation of the principles and requirements of this Supplier Code of Conduct, METRANS is entitled to terminate the contractual agreements entered into within the framework of the business relationship immediately, in full or in part.

### **4. Agreement with the Supplier Code of Conduct**

As supplier to METRANS, we will support the METRANS-Supplier Code of Conduct by committing our company and all affiliated companies to fulfil the relevant requirements. We will also urge our suppliers to ensure this.

☐ We hereby acknowledge the METRANS Supplier Code of Conduct within the framework of our business relationship and the contracts concluded with METRANS in this context.

☐ We hereby acknowledge that we comply with the aforementioned principles and requirements by applying an equivalent Code of Conduct (included as attachment hereto) within our company.

(Please mark as appropriate)

We are bound to this declaration until further notice. This declaration will expire if we replace it with an updated version / declaration submitted by METRANS. If we want to refrain from this declaration, we will inform METRANS in writing, with the result that METRANS has the rights provided under 3. for terminating the contractual agreements in the context of the business relationship.

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Date, supplier signature and stamp