

SUPPLIER CODE OF CONDUCT STANDARD

Sustainable and responsible management secures our future, that of our company, but also that of society. That is why sustainability shapes our actions: We use resources sparingly and take our responsibility to employees and society seriously.

When selecting our suppliers, we not only pay attention to procedural economies and technical criteria, but also to social and ecological aspects of their business conduct. For this reason, we expect our suppliers to respect and comply with the following regulations and standards:

1. HUMAN RIGHTS

Empl Fahrzeugwerk Gesellschaft m.b.H. expects its suppliers to comply with internationally recognized human rights (UN) and fundamental labor principles and rights (ILO).

All forms of discrimination must be prohibited. No one may be discriminated against on the basis of gender, age, ethnicity, religion or ideology, sexual orientation or disability, in particular, women's rights must be respected. An environment must be created which offers every employee and business partner the same opportunities and possibilities.

Empl Fahrzeugwerk Gesellschaft m.b.H. further insists on the prohibition of any kind of forced labor, (modern slavery) servitude or involuntary labor as well as child labor and any kind of inhumane treatment. In addition, suppliers are expected to ensure, in accordance with ILO Convention No. 138, that employees under the age of 18 do not perform night work or overtime. Likewise, any form of human trafficking is to be prohibited. Likewise, any kind of human trafficking is to be prohibited. The rights of minorities and indigenous peoples must also be respected and upheld.

2. WORKING CONDITIONS

EMPL Fahrzeugwerk Gesellschaft m.b.H. expects its suppliers to comply with occupational safety and health protection within the framework of nationally or internationally applicable law. Suppliers must accept the establishment of company interest groups.

Furthermore, it is expected that the freedom of association as well as the right to collective bargaining is respected. It must be ensured that wages, working hours, vacation and absences of employees are in accordance with the respective national law or the level of the national economic sectors / industries.

Furthermore, you commit to paying living wages that cover basic needs.

The privacy of employees must be respected and all relevant data protection laws must be followed.

3. COMPLIANCE

EMPL Fahrzeugwerk Gesellschaft m.b.H. requires its suppliers to conduct their business in an impeccable manner and to comply with all applicable laws and regulations. It is expected that fair competition is ensured and antitrust laws are complied with. Corruption and attempts at corruption are prohibited. Also not tolerated are any kind of illegal practices, such as extortion, bribery, tax evasion, money laundering and fraud. Furthermore, it is expected that no benefits are offered to related third parties. Company and business secrets and confidential information have to be protected against internal and external misuse.

As an internationally active company, we expect our suppliers to comply with laws and regulations governing the export and import of goods, products and services. Temporary restrictions such as embargoes and economic sanctions are also taken into account.

Furthermore, suppliers are expected to avoid conflicts of interest and to make decisions exclusively on the basis of objective criteria. If a conflict of interest nevertheless arises between EMPL Fahrzeugwerk Gesellschaft m.b.H. and the supplier or its employees or suppliers, EMPL Fahrzeugwerk Gesellschaft m.b.H. must be informed immediately. Our suppliers must provide whistleblowers with protection against retaliation.

As an internationally active company, we expect our suppliers to comply with laws and regulations governing the export and import of goods, products and services. Temporary restrictions such as embargoes and economic sanctions are also taken into account.

4. SPONSORING AND DONATIONS

At EMPL Fahrzeugwerk Gesellschaft m.b.H., sponsorship and donation activities are carefully selected, transparently documented and never used to conceal anything. EMPL Fahrzeugwerk Gesellschaft m.b.H. does not sponsor or donate to political parties or party-affiliated or other political organizations. This approach is also expected from our suppliers.

5. ENVIRONMENT

Empl Fahrzeugwerk Gesellschaft m.b.H. expects its suppliers to comply with the applicable national environmental laws, regulations and standards. Suppliers shall strive to introduce an environmental management system that meets the requirements of ISO 14001, the EMAS Regulation of the European Union or a comparable national standard and whose effectiveness is proven by an audit or certification system.

Empl Fahrzeugwerk Gesellschaft m.b.H. expects its suppliers to ensure that all products manufactured along the supply chain, including all materials used, meet the relevant environmental protection standards of their market segment. This refers in particular to the reduction of energy and water consumption, the reduction of greenhouse gas emissions, an increased use of renewable energies and the promotion of appropriate waste management (disposal management). In construction projects, nature and environmental protection laws are to be taken into account in their applicable versions in order to ensure the protection of resources.

In the procurement and extraction of raw materials, our suppliers are required to act responsibly and carefully. Responsible chemical management is also expected from our suppliers. All relevant legal regulations must be observed, e.g. the REACH regulation of the European Union and the RoHS Directive. All applicable legal regulations on conflict materials must be complied with.

The supplier shall use appropriate products that are „compliant“ with the Minamata Convention to reduce the environmental impact of mercury.

In addition, compliance with the Conflict Minerals Regulation (and cobalt) is expected in accordance with Annex II of the OECD Guidelines with regard to due diligence to promote responsible supply chains of tin, tantalum, tungsten, their ores, gold and cobalt. Retention of relevant documentation to ensure compliant origin of all conflict minerals is assumed. Smelters and refiners without adequate audited due diligence processes are to be avoided. The supplier ensures the prohibition of production and use of chemicals („persistent organic pollutants“) according to the Stockholm Convention.

The ban on import/export of hazardous waste as per Basel Convention is to be upheld.

7. COMPLIANCE WITH THE SUPPLIER CODE OF CONDUCT

For Empl Fahrzeugwerk Gesellschaft m.b.H., compliance with environmental and social regulations and standards in the value chain is of great importance. Together with our suppliers, Empl Fahrzeugwerk Gesellschaft m.b.H. strives for their continuous improvement.

This code of conduct is an integral part of the order. All suppliers are required to provide evidence of compliance with the Code of Conduct as part of a self-assessment. Empl Fahrzeugwerk Gesellschaft m.b.H. reserves the right to subsequently verify compliance with the requirements, e.g. within the scope of audits or by means of other measures deemed suitable by Empl Fahrzeugwerk Gesellschaft m.b.H., and to define any necessary measures for improvement with the supplier.

Empl Fahrzeugwerk Gesellschaft m.b.H. also expects its suppliers to pass on the expectations and contents of this Code of Conduct to their subcontractors and suppliers, to commit them accordingly and to ensure compliance.

The Code of Conduct for Suppliers is made available for download on the EMPL homepage (www.empl.at) in the currently valid version.

Kaltenbach, September 2023



Mag. Heinz Empl



Joe Empl

The Management