

BARTEC Group Code of Conduct for Suppliers and Business Partners

This Code of Conduct defines the minimum requirements for suppliers and business partners of the companies of the BARTEC Group (hereinafter referred to as “BARTEC”) regarding their responsibility for people and the environment. It shall apply to every existing and future business relationship, even if it is not submitted again and the supplier or business partner declares in this regard:

Compliance with the Laws

All applicable laws and regulations of the prevailing legal systems are complied with.

Observance of Human Rights and Fair Working Conditions

It is ensured that all internationally proclaimed human rights are observed by preventing the causation and participation in human rights violations. In so doing, increased attention is given to the observance of the human rights of especially vulnerable right holders or groups of right holders, such as children, women, migrant workers or indigenous communities.

- Prohibition of Forced Labour
Slavery, modern slavery, servitude or other forms of forced or compulsory labour or human trafficking are prohibited and are not used nor is their use contributed to.
- Prohibition of Child Labour
No workers are employed who cannot demonstrate a minimum age of 15 years. In countries covered by the exception for developing countries pursuant to ILO Convention No. 138, the minimum age can be reduced to 14 years. No employees are employed for dangerous work who cannot demonstrate a minimum age of 18 years according to ILO Convention No. 182.
- Non-Discrimination and Promotion of Diversity
Equal opportunities and equal treatment of all employees are promoted regardless of their colour, ethnic origins, nationality, political affiliation, social background, any disability, sexual identity and orientation, religious beliefs as well as their gender or age.
Inappropriate treatment of workers, such as psychological hardship, sexual harassment or discrimination, including gestures, language and physical contact that are sexual, coercive, threatening, abusive, or exploitative, is not tolerated.
- Freedom of Association
The right of employees to freedom of association, freedom of assembly and to collective bargaining, as far as this is legally admissible and possible in the respective country, are respected. If this is not admissible, appropriate compromises are sought for our employees.
- Working Time and Payment
Applicable working time provisions are complied with. Appropriate remuneration is paid and all applicable payment and remuneration provisions are complied with. In the case of cross-border deployment of personnel, all applicable legal provisions, especially in relation to minimum wages, are complied with.

- Health and Safety of Employees
Safe working conditions are provided and action taken in accordance with applicable legal and international standards in relation to health and safety at the workplace. Training sessions are offered and it is ensured that all employees are trained in matters of occupational health and safety. An appropriate occupational health and safety system is in place or is being established and applied.

Integrity of business practices

- No Corruption or Bribery
No form of corruption or bribery is tolerated nor is there any involvement, either directly or indirectly, in corruption or bribery nor are benefits offered, granted or promised to government officials or private sector counterparties in order to influence official actions or obtain an unfair advantage. This also includes refraining from granting and accepting improper acceleration payments.
- Fair Competition, Antitrust Law and Intellectual Property Rights
There is no participation in price fixing arrangements, sharing of markets or customers, marketing arrangements or collusive bidding arrangements and trading takes place only in conformity with national and international competition laws. Intellectual property rights are respected.
- Conflicts of Interest
All conflicts of interest that may influence business relationships are avoided and/or disclosed internally and to BARTEC and even the appearance thereof is avoided.
- Money Laundering, Combating Terrorism
Money laundering or the financing of terrorism is neither directly nor indirectly facilitated.
- Data Protection
Personal data are processed confidentially and responsibly in conformity with the applicable regulations, the privacy of all is respected and it is ensured that personal data are effectively protected and used only for legitimate purposes.
- Export Control and Customs
All applicable export control and customs regulations are complied with.

Environment, Energy and Climate Protection

All applicable laws and international standards on environmental protection are complied with as well as negative effects on the environment minimised and environmental protection continuously improved. For this purpose, an appropriate environmental management system is established and applied.

Responsible Procurement of Minerals

Measures are taken with the required diligence to avoid the use of raw materials that originate from conflict and risk areas and contribute to human rights violations, corruption, the financing of armed groups or similar negative effects.

Supply Chain

Appropriate efforts are undertaken to obtain compliance with the minimum requirements of this Code of Conduct by our suppliers.

Implementation and Enforcement

The continuous implementation and documentation of compliance with this Code of Conduct is ensured by corresponding communication to our employees and the establishment of appropriate processes, such as the possibility of confidential reporting of potential violations.

BARTEC reserves the right to verify compliance with the minimum requirements of this Code of Conduct and to terminate the business relationship in case of serious or persistent violations.

The supplier/business partner hereby declares compliance with the minimum requirements formulated in this Code of Conduct.

Full name of the supplier/business partner with address:

Date, place:

Binding signature - this signature can be replaced by the confirmation of this Code of Conduct for Suppliers and Business Partners by the representative of the respective supplier/business partner within the functionality of the supplier portal provided for this purpose. The relevant data (including the name of the supplier/business partner, address, name of the person representing the supplier/business partner) must then be entered using the functions provided for this purpose in the supplier portal. The supplier portal records the date and time of the confirmation.

Name
Title