



## Code of Conduct for Suppliers and Subcontractors

(Status 5/2023)

This Code of Conduct defines the requirements of INDUS Holding AG and its affiliated companies within the meaning of Sections 15 et seq. AktG<sup>1</sup> for all suppliers of goods and services and for their subcontractors (hereinafter referred to as Supplier(s)). Special attention is paid to the requirements of the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz - LkSG) for the prevention of human rights violations in supply chains.

We expect our Suppliers to comply in particular with the requirements of the Declaration of principles on respecting human rights, in the respective valid version, available at Corporate Governance > INDUS Holding AG (the version valid in 05/2023 as of December 2022 is attached).

### GENERAL OBLIGATION

In addition to the adherence to the regulations of the LkSG, Suppliers undertake to respect and comply with all applicable laws and regulations in the countries in which they operate. In particular, Suppliers will respect human rights and mitigate any negative environmental impacts of their businesses and activities. This includes their own supply chain.

Suppliers shall implement the requirements of this Code within their supply chain. We reserve the right to obtain self-disclosure and to conduct risk-based audits at our Suppliers' production and business sites upon reasonable notice to ensure compliance with this Code. Suppliers agree to allow inspection of documents upon request and to provide information. This right also includes the inspection of documents with sub-suppliers of the Supplier, if there is a suspicion that sub-suppliers are violating the Code.

Human rights and environmental risks and suspected violations of human rights-related or environmental obligations, including those of an indirect supplier, can be notified and remedial action demanded through various channels. These channels include, in particular but not limited to, our whistleblowing system SpeakUp (<https://www.speakupfeedback.eu/web/eltherm/de>) or the locally designated contact persons.

SpeakUp can be accessed in various languages via the internet and via external hotlines, which are generally toll-free. In principle, anonymous notices are also possible. A central e-mail address is also available for complaints ([compliance@indus.de](mailto:compliance@indus.de)).

Suppliers ensure that their employees (this includes temporary and contract workers, freelancers, etc.) suppliers and subcontractors are informed about the options for using SpeakUp.

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<sup>1</sup> German Stock Option Law (Aktiengesetz)

# [INDUS]

## **OTHER**

Should the requirements according to the LkSG change, the Supplier undertakes to fully comply with these changed requirements.

If we find out that a Supplier is in violation of this Code of Conduct, we will require the Supplier to remedy the violation within a reasonable period of time. If the violation is not remedied, it may also lead to the termination of the respective underlying contract or the entire business relationship.

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## **CONFIRMATION OF THE SUPPLIER**

By signing this document, the Supplier confirms to fully comply with the principles and requirements contained in the Code.

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Place, Date

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Name, Position

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Company