

TII Group – Supplier Code of Conduct

Supplier Code of Conduct

1. Foreword

As globalisation and digitalisation continue to advance, the TII Group (consisting of Transporter Industry International GmbH, SCHEUERLE Fahrzeugfabrik GmbH, KAMAG Transporttechnik GmbH & Co. KG, Transporter Industry International Sales GmbH & Co. KG, TII India Private Ltd., Nicolas Industrie S.A.S.) continues to develop into a diversified international manufacturer and service provider.

This includes providing ourselves with a robust code of conduct that all employees and business partners can use as a guide, the content of which all employees and business partners can refer to and rely on, and which every employee of the TII Group is obliged to adhere to and bring to life.

We also expect our suppliers and contractors of all kinds to comply with at least the same standard as described here, unless stricter laws or other standards apply, for example in the country of domicile or production of the business partner. In addition, this Code of Conduct serves as proof for our business partners of the standards to which we commit ourselves.

This Supplier Code of Conduct is based on the general Code of Conduct of the TII Group and specifically reflects the expectations of our suppliers and the obligations they have towards the TII Group.

2. The corporate principles

Responsibility and integrity

The supplier assumes responsibility for its actions. Compliance with legal regulations, contractual obligations and voluntary rules such as this Code of Conduct is a matter of course for the supplier.

Open communication, fairness and respect

The supplier communicates transparently and openly with the contact persons of the TII Group. Appreciation, trust, fair dealings and a strong team spirit are the basis for mutual respect.

Legal compliance and ethics

The supplier shall comply with all laws and legal standards applicable to it and the TII Group without exception. This applies in particular to labour law, industrial property rights, tax law, antitrust law, anti-corruption law, but also export control law including sanctions.

3. Sustainable management

Environmental protection and sustainability

The supplier is responsible for making its contribution to protecting the environment and undertakes to strictly comply with the relevant laws and standards on environmental protection and to continuously optimise and adapt its environmental protection measures.

In addition, we expect the supplier to support the TII Group's decarbonisation initiatives and, where reasonably possible and feasible, to examine and, where appropriate, initiate joint projects relating to new technologies, fuels and other aspects in connection with the avoidance of environmental pollution.

Increasing energy efficiency and reducing emissions

The supplier is required to reduce the emission of greenhouse gases, in particular CO₂, to use the available natural resources sparingly and to continuously improve its behaviour and business activities with a view to conserving resources.

The waste water must be treated professionally in accordance with the legal requirements and standards and contaminated water from the production processes and operating procedures must be collected by appropriate structural measures and utilised professionally.

Managing environmental risks

The supplier shall only use hazardous substances when absolutely necessary and shall store and dispose of them in accordance with the legal requirements.

The supplier avoids all forms of waste where possible.

The waste that inevitably arises from production processes and operating procedures is collected separately, standardised, checked and disposed of properly in accordance with legal requirements. This supports the recycling of resources.

4. Social responsibility**Human rights, equal rights and equal opportunities**

The supplier protects internationally recognised human rights and human dignity. Both are basic prerequisites for our cooperation.

The supplier is committed to ensuring equal opportunities for employees and promoting equal rights.

Furthermore, it rejects xenophobia, xenophobic statements or attitudes that disregard the principles of free democracy.

Ensuring occupational health and safety

The supplier shall comply with the applicable health and safety regulations and statutory safety standards.

It ensures a safe and healthy working environment in order to guarantee the health and safety of employees, protect third parties and prevent accidents, injuries and work-related illnesses.

It undertakes to provide its employees with appropriate training in all aspects of occupational health and safety.

Forced labour, violence and child labour

Neither forced labour nor the use or threat of physical, psychological, mental or verbal violence or coercion will be tolerated.

Furthermore, the employment of children is prohibited.

In this respect, the supplier represents the views of the "International Labour Organization" (ILO), the "Standard for Social Accountability" (SA8000) and complies with the applicable laws on child and youth labour.

Fair remuneration

The legal provisions applicable to it are always observed. The supplier's employees receive appropriate and fair remuneration.

5. Compliance

Money laundering and anti-competitive behaviour, in particular corruption

The supplier shall comply with the applicable statutory provisions on the prevention of money laundering and shall not participate in any money laundering activities.

It complies with the laws governing competition applicable to it and thus observes the prohibitions on agreements or concerted practices with competitors in relation to prices or conditions, market or customer allocation and unfair competitive practices. Not only explicit agreements, but also concerted practices and informal exchanges of information that are intended to, or result in, a restriction of competition are prohibited.

No form of corruption, bribery or corruptibility is tolerated. Granting, demanding, letting yourself be promised or accepting benefits to which there is no legally enforceable claim is prohibited.

All parties involved must ensure that no personal dependencies, obligations or other circumstances influencing the business relationship arise or could arise.

Combating terrorism

The supplier shall fulfil all legal obligations applicable to it to prevent the financing of terrorist organisations.

It will not enter into any transactions with business partners who overtly or indirectly support terrorist organisations, in particular with financial resources.

Protection of data, information & business secrets

The supplier attaches great importance to meeting all legal requirements for data and confidentiality protection.

The business secrets and personal data of the TII Group and all business partners are subject to absolute confidentiality.

Further regulations can be found in the confidentiality agreement concluded between the TII Group and the supplier.

Export and sanction regulations, tax and duty obligations

The supplier undertakes to comply with all legal obligations, in particular foreign trade and customs regulations.

Furthermore, it must take full and unrestricted account of all applicable embargoes on persons, countries or goods.

The supplier shall comply with all applicable national and international tax and customs regulations.

All taxes and other duties incurred in connection with the ordinary course of business are paid conscientiously and on time.

Consent of the supplier and audit rights

The supplier confirms receipt of this Supplier Code of Conduct with its signature.

Furthermore, the supplier confirms that it has understood the principles and requirements and will comply with them.

The content of this Code of Conduct will become part of the existing contractual agreements.

In the event that the TII Group becomes aware of a suspected violation of this Supplier Code of Conduct, the supplier agrees that the TII Group will carry out one or more audits to verify the contents of this Supplier Code of Conduct on site (business premises, company premises, commercial buildings) or, if reasonably feasible, digitally.

Audits take place during the supplier's normal business hours and after at least 20 calendar days' notice.

As part of these audits, the supplier will provide the TII Group with access to relevant documents and locations in order to ensure the smooth execution of the audits.

The TII Group encourages suppliers to also oblige their sub-suppliers to comply with and implement the contents and requirements of this Supplier Code of Conduct.

Place/date	Place/date
Supplier	Supplier
(Name and position of the signatory)	(Name and position of the signatory)