

## TACONOVA CODE OF CONDUCT

Taconova has a well-established reputation for quality products, innovation and reliability. We design, produce and market modern, energy-saving fittings for heating systems.

In the context of worldwide development and a demand for sustainability, Taconova is also required to review its business activities. This means that our business conditions have to be harmonized with those of our suppliers and customers.

Taconova is committed to excellence in quality and performance, responsible ethical behaviour, respecting the rights of all individuals and placing great emphasis on environmental considerations.

We are confident that all partners, both suppliers and customers, will support our effort in moving towards sustainability and will act in accordance with our code of conduct aimed at creating a sound basis for future business.

## SUPPLIER CODE OF CONDUCT

The supplier agrees to comply with the "Supplier Code of Conduct." All suppliers ensure that the business practices of their suppliers and subcontractors are in accordance with this code.

Taconova employees are not permitted to accept gifts from current or potential suppliers. Although giving gifts is common practice in some countries and cultures, Taconova requests that suppliers respect this policy of not offering gifts to Taconova employees.

No Taconova employee shall directly or indirectly accept, solicit, or offer to pay bribes, kickbacks, or other inducements, even under unlawful pressure.

Taconova does not knowingly engage in or support the use of child labour. Taconova suppliers are expected to comply with local child labour laws and employ only workers who meet the minimum age requirement for their location.

Taconova does not knowingly engage in or support the use of forced or involuntary labour. Taconova will not purchase materials or services from suppliers using forced or involuntary labour.

Taconova requests compliance with all applicable wage and labour laws as well as regulations concerning employee compensation and working hours. Our suppliers are also expected to comply with such laws and regulations.

Taconova does not tolerate unlawful discrimination. We support diversity and equal opportunities for everyone. All suppliers are expected to comply with local laws concerning discrimination in hiring and employment practices.

We expect our suppliers to conduct their business in a way that protects the environment and complies with all applicable environmental laws and regulations in their country.

Suppliers are expected to provide a safe working environment that supports accident prevention and minimizes exposure to health risks. Suppliers are expected to comply with all applicable health and safety laws and regulations in the countries in which they operate.

Taconova expects its suppliers to comply with all applicable laws and regulations governing the protection, use and disclosure of Taconova proprietary, confidential and personal information.

For questions, comments, and reports of non-compliance, please contact your Taconova Group AG Procurement Representative or the Procurement Manager at Taconova.

This Supplier Code of Conduct is also available in German on our website [www.taconova.com](http://www.taconova.com). The current German version is legally binding.