

Code of Conduct for Suppliers of Televic Rail GmbH, Teltowkanalstraße 1, 12247
Berlin (“TRA“)

Status: 9th January 2023

Preamble

(1) For TRA and its customers, the following minimum standards apply in dealing with people and the environment, which all suppliers of TRA are obliged to comply with.

(2) The supplier shall

(a) provide, at the request of TRA, a self-certification on the provisions of the Code of Conduct;

(b) maintain information and documentation relating to compliance with the Code of Conduct in order to be able to provide it to TRA upon request;

(c) fully inform TRA immediately of any breach of the Code of Conduct; and

(d) inform its suppliers about the Code of Conduct and oblige them to comply with its provisions.

(3) TRA is entitled to either audit the supplier itself or through a representative for compliance with the provisions of the Code of Conduct. In doing so, TRA is in particular entitled to inspect the documents and information relevant for the proof of compliance with the Code of Conduct and to question the supplier's personnel. The supplier shall support TRA in the execution of the audit to a reasonable extent.

The foregoing shall be deemed to apply to the following provisions:

A. Compliance with legal requirements

Laws and regulations of the applicable jurisdiction must be complied with.

B. Fundamental, human and labour rights

1. The dignity, privacy and personal rights of each individual shall be respected.

2. No one shall be employed or forced to work against their will.

3. Equal opportunities and equal treatment of employees, irrespective of their colour, race, nationality, social origin, health, sexual orientation, political or religious beliefs, sex or age is to be ensured and promoted.

4. Workers who have not reached a minimum age of 15 years are not to be employed. In countries that fall under the developing country exception of ILO Convention 138, the minimum age may be reduced to 14 years. Workers for hazardous work who have not reached a minimum age of 18 years under ILO Convention 182 shall not be hired.

5. Unacceptable treatment of employees, such as psychological hardship, sexual and personal harassment or discrimination shall not to be tolerated. In particular behaviour (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative shall not to be tolerated.

6. Adequate remuneration and a guarantee of the national minimum wage set by law must be ensured.

7. It must be ensured that employees do not exceed the applicable statutory maximum working hours.

8. To the extent permitted by law, the freedom of association of employees has to be ensured. Members in employee organisations or trade unions shall neither be favoured nor discriminated against.

9. Responsibility has to be taken for the health and safety of employees.

10. Risks must be reduced and the best possible precautions against accidentsB. Fundamental, human and labour rights and occupational diseases have to be taken.

11. Employees must be trained in occupational safety issues.

12. An occupational safety management system shall be established and applied.

C. Environmental protection

1. The environment must be protected according to legal norms and international standards. Suppliers have to pay attention to sustainability.

2. The environmental impact has to be minimized. Environmental protection must continuously be improved.

3. An appropriate environmental management system has to be established and applied.

D. Fair competition

1. Suppliers oblige themselves not to tolerate any form of corruption or bribery and not to engage in it, directly or indirectly, and not to offer, grant or promise benefits to government officials or private sector companies in order to influence official actions or gain an unfair advantage. This also includes refraining from granting and accepting improper acceleration payments.

2. Suppliers will always act in accordance with national and international competition laws and will not to engage in price fixing, sharing of markets or customers, market collusion or bid rigging.

3. The intellectual property rights of others must be respected and it shall be ensured that proprietary information belonging to TRA or its contractors shall not be shared or disclosed without their expressed consent.

4. Money laundering or terrorist financing shall neither be directly nor indirectly promoted.

5. Applicable data protection laws must be complied with. Personal data must be handled confidentially and responsibly, effectively protected and only used for legitimate purposes.

6. Potential or actual conflicts of interest shall be reported to TRA as soon as the supplier is aware of them.

E. Responsible purchasing

1. Appropriate measures must be taken to avoid the use in all products of raw materials originating from conflict and risk areas and contributing to human rights violations, corruption, the financing of armed groups or similar negative impacts.

2. Compliance with the contents of the Code of Conduct among its suppliers is to be promoted to the best of supplier's ability.