

# SUPPLIER CODE OF CONDUCT

VERSION 2.0, JANUARY 2023



**KNORR-BREMSE**

## **Introduction**

Knorr-Bremse AG and all subsidiaries under its control (hereafter jointly “Knorr-Bremse”) are committed to integrity, sustainable development and the principles of the UN Global Compact in all aspects of their business conduct with customers, suppliers, employees, competitors and other stakeholders. This Code sets out Knorr-Bremse’s standards and expectations for all its business relationships with suppliers. Knorr-Bremse reserves the right to amend this Code of Conduct and expects appropriate amendments to be implemented by its business partners.

## **Definition of „suppliers“**

“Suppliers” means natural persons and legal entities – and their affiliated companies – which supply products or render services to Knorr-Bremse, for example suppliers, consultants, brokers, commercial agents, distributors, contractors or intermediaries for goods and services.

Every Supplier is obliged to comply with the standards of this Code. The Code forms a fundamental part of any business relationship between Knorr-Bremse and the Supplier. Violations of the Code may result in termination of the business relationship or the assertion of other claims.

The Supplier shall endeavor to ensure that their own suppliers and sub-contractors implement the standards set out in this Supplier Code of Conduct.

## **Compliance with laws, rules and regulations**

Suppliers are obliged to comply with all applicable laws, rules and regulations of the countries in which they conduct their business.

Suppliers shall maintain appropriate control systems within their business operations that prevent law infringements and enable their investigation.

## **Respect for and protection of human rights**

Suppliers are obliged to protect human rights and treat every employee and stakeholders with fairness, dignity and respect.

## **Freedom of association & collective bargaining**

Suppliers must respect the freedom of association, the right to collective bargaining and the principles of equal opportunities in accordance with applicable laws and regulations.

## **Anti-discrimination & harassment**

Suppliers must not discriminate against employees or subject them to reprisals on account of their gender, age, ethnic origin and background, nationality, race, disability, sexual orientation, religion, political conviction or similar reasons. Physical or psychological violence against employees and stakeholders as well as sexual harassment must not be tolerated.

## **Forced labour, child labour**

Suppliers must ensure that they do not make use or profit from any type of child or forced labour, modern slavery or human trafficking. All national legislation and international agreements that specify a minimum age for employees must be complied with.

## **Fair wages & working hours**

Supplier must pay fair wages and respect the maximum working hours in accordance with local laws and ensure compensation of a living wage according to local living conditions.

## **Health & safety**

Suppliers must ensure the safety and health of employees in their workplaces and create a work environment that promotes accident prevention and minimizes health risks for everyone working on their sites. Suppliers must comply with the locally applicable health and safety regulations and require and train employees to do so as well.

## **Protection from eviction and deprivation of land and use of security forces**

Suppliers must refrain from any unlawful evictions or deprivation of land, forests, and waters. Suppliers must furthermore ensure that all security forces engaged for the protection of their projects, staff and facilities comply with applicable laws.

## **Fair competition**

Suppliers are expected to adhere to the principle of fairness in competition and comply with applicable antitrust regulations.

## **Combating corruption**

Knorr-Bremse does not tolerate any form of corruption, bribery or other unfair business practices.

Knorr-Bremse expects its suppliers to forbid the granting or offering of gifts, hospitality, facility payments, donations, sponsoring, kick-backs or other benefits of value to private persons or public officials that aim to unlawfully influence business decisions or otherwise encourage them to act contrary to their obligations.

## **Prevention of money-laundering**

Suppliers are obliged to comply with all statutory requirements aimed at preventing money laundering and must not participate in any form of money laundering activity.

## **Preventing conflicts of interest**

Suppliers shall disclose all conflicts of interest that have or might be perceived to have an impact on the business relationship to Knorr-Bremse.

## **Export control & sanctions**

Suppliers must comply with the applicable laws on the import and export of goods, services and information as well as to the applicable embargoes and sanctions.

## **Conflict minerals**

Every Supplier must take appropriate measures to avoid the use of raw materials in its products that directly or indirectly contribute to human rights abuses, corruption, funding armed groups, or similar adverse effects.

