

## Code of Conduct for Suppliers of the Ammann Group and its Companies Worldwide

### 1. Preamble

The Ammann Group acts in accordance with the law and adheres to the rules of fair competition. We report truthfully and stand by our word. Satisfied customers, business partners and motivated employees who feel connected to the company are our benchmark for a sustainable and trusting relationship. As a globally active group of companies, we are committed to social responsibility towards society and our employees. For us, sustainability and ethics are fundamental elements of successful and long-term development.

Therefore, for a lasting and sustainable relationship, we require our suppliers to comply with all applicable laws as well as the principles set out in this "Code of Conduct for Suppliers of the Ammann Group" (hereinafter "SCoC") and also to commit their suppliers and subcontractors to act accordingly. Compliance with this SCoC is an important basis for our further business relationship with our suppliers.

### 2. Human rights, social and working conditions

The supplier shall respect human rights in accordance with the "Universal Declaration of Human Rights" of the United Nations and respects and supports the principles of the "United Nations Global Compact". These require companies to recognize, support and put into practice a set of core values within their sphere of influence.

The Ammann Group expects compliance with the respective applicable national employee rights and recognition of the core labor standards of the International Labor Organization (ILO) as well as the rights established by the Organization for Economic Cooperation and Development (OECD). In addition, the supplier must respect employee rights with regard to freedom of association as well as nationally applicable standards and guidelines regarding remuneration and working hours.

The Ammann Group does not employ children and requires its suppliers to refrain from any form of child labor. Furthermore, the supplier shall comply with all applicable national guidelines in this regard.

Furthermore, the supplier undertakes not to permit any form of forced or compulsory labor.

The supplier shall adhere to the [Ammann Group's guideline for the protection of human rights](#).

### 3. Occupational health and safety

The Supplier shall comply with the nationally applicable rules on occupational health and safety protection. In the course of this, the supplier shall take measures - for example in the form of training - to improve occupational safety, prevent occupational illnesses and minimize health and accident risks as far as possible.

The supplier shall comply with the [Ammann Group's occupational health and safety guidelines](#).

### 4. Quality and product safety

The Ammann Group expects from its suppliers a clear commitment to deliver the highest quality at reasonable economic prices in a relationship based on partnership. The supplier undertakes to comply with all specified requirements for its products and services.

Products and services supplied by the supplier shall be safe and shall not endanger humans or the environment; all

applicable statutory guidelines regarding product safety, labeling and packaging shall be complied with. The supplier undertakes to clearly communicate information on safe use and to draw attention at all times to hazards that may arise from its products and services for people and the environment. The substances used must be traceable at all times and the necessary documentation must be available.

### 5. Sustainable environmental and climate protection

Environmental protection is an integral part of the sustainable corporate culture of the Ammann Group. For this reason, all suppliers are expected to minimize hazards to the environment, use natural resources sparingly and comply with the applicable national environmental laws and regulations. It is also expected that the supplier works on the continuous improvement of its energy and environmentally relevant processes and products, ideally by providing evidence of suitable management systems for environmental protection and energy management (e.g. according to ISO 14001). To this end, the supplier shall adhere to the [Ammann Group's environmental protection guideline](#).

### 6. Antitrust and competition law, sanctions and embargoes

The supplier undertakes to comply with the applicable laws of antitrust and competition law.

The supplier shall ensure that it always complies with all applicable import and export regulations and that it acts in accordance with the law with regard to products and services from countries that are subject to sanctions or embargoes.

### 7. Money laundering and tax evasion

The Ammann Group complies with its legal obligations to prevent money laundering and also requires its business partners to do the same. They shall comply at all times with the applicable tax regulations and shall not assist in tax evasion by employees, customers, suppliers, business partners or third parties. They shall ensure correct accounting in accordance with recognized standards.

### 8. Avoidance of conflicts of interest, donations and invitations

The Ammann Group makes any business-related decisions on the basis of factual criteria and not on the basis of private interests or relationships. It expects the same from its suppliers.

The Ammann Group is against corruption of any kind and does not tolerate any violations. Accordingly, the supplier undertakes not to tolerate or engage in any form of corruption or bribery, including illegal offers of payment or similar inducements to influence decision-making.

Any gifts, invitations and other benefits from suppliers or their agents to employees of the Ammann Group must be kept within a socially acceptable, reasonable and transparent framework. The supplier or its agents may not offer, promise or grant any personal advantages (invitations, gifts and other benefits) to employees of the Ammann Group which, according to an objective assessment, are likely to have an unfair influence on business conduct. As a rule, no gifts or invitations may be made to public officials. This includes all employees of government agencies and of companies that are under government influence (for example, all civil servants as

well as employees of the police, military, courts, authorities, schools, state hospitals, etc.).

### **9. Confidentiality, protection of intellectual property and data protection**

The supplier shall respect and protect the intellectual property rights of the Ammann Group or third parties (e.g. confidential information on research and development projects, production processes, business plans, financial data, marketing and sales strategies, customer data, market launches of new products and company mergers or acquisitions) and shall require its employees to do likewise.

Personal data such as names, telephone numbers, e-mail addresses, etc. may only be processed for the intended purpose and in accordance with the applicable laws and must be protected accordingly by technical and organizational measures. In doing so, the supplier shall adhere to the requirements of all applicable laws and regulations on data protection.

### **10. Monitoring and compliance with the SCoC and consequences of misconduct**

It is the goal of the Ammann Group, in cooperation with its suppliers, to ensure that this SCoC is implemented sustainably throughout the entire supply chain.

The Ammann Group therefore expects its suppliers to pass on the principles and requirements of this SCoC to their sub-suppliers and to work towards and monitor their compliance with the contents agreed therein.

In order to verify compliance with the SCoC, an auditor of the Ammann Group or a third party commissioned by the Ammann Group may request information relevant to the Ammann Group within a reasonable period of time and/or conduct a corresponding audit after consultation.

In the event of suspected violations of this SCoC (e.g. negative media reports, indications by employees, etc.), Ammann Group reserves the right to request more detailed information and, if necessary, to conduct audits. The supplier undertakes to support this. If a suspicion of a violation of the SCoC is substantiated or confirmed, the supplier shall implement

suitable improvement measures within a reasonable period of time in coordination with Ammann Group.

If such measures are not implemented within the agreed period, or if the Supplier generally fails to comply with the provisions of this SCoC, this shall be deemed by Ammann Group to be a material impairment of the contractual relationship and the basis of the contract. In such cases, Ammann Group or the respective Group company shall therefore reserve the right to terminate the contract agreed with the Supplier without notice. In cases of culpable violation of the provisions of this SCoC resulting in damage, the Ammann Group or the respective Group company also reserves the right to claim damages from the supplier.

### **11. Whistleblowing system**

The Ammann Group enables its business partners to report indications of criminal offences or serious misconduct that may have an impact on the Ammann Group to a web-based whistleblowing system at

<https://www.ammann.com/en/legal-notice/whistleblower-online-reporting-form>

The Ammann Group does not accept any form of discrimination against persons who, to the best of their knowledge and belief, have addressed a justified tip-off to the Ammann Group.

Questions or comments on the subject of compliance can be sent to the following address

Ammann Group  
Compliance Office  
Eisenbahnstrasse 25  
CH-4901 Langenthal  
Schweiz

or via E-Mail: [codeofconduct@ammann.com](mailto:codeofconduct@ammann.com)

### **12. Updating of the Code of Conduct**

The "Code of Conduct for Suppliers of the Ammann Group" is published on the Internet at <https://www.ammann.com/en/about-ammann> (in its current version the "SCoC").

The Ammann Group reserves the right to review this Code of Conduct on a regular basis and to adapt it if necessary.