



RELINE

CODE OF CONDUCT

**External Code of Conduct
for contractual partners
of the RELINE UV Group**



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I. BEHAVIORAL GUIDELINES OF THE RELINE UV GROUP

The RELINE UV Group („RELINE“) is a successful global system provider of innovative and efficient solutions for trenchless pipe rehabilitation. It sets itself the highest standards for its own products and services and implements them with the utmost care.

To the same extent, RELINE stands by its corporate and social responsibility and is committed to social, responsible, sustainable, ethical and ecological corporate governance. RELINE has imposed certain values, principles and rules on itself with a binding internal Code of Conduct, which apply to every employee of the RELINE UV Group and are firmly integrated into the corporate culture.

RELINE assumes that its customers, suppliers, and other business partners („partners“) also share these values and comply with all applicable regulations and laws. This Code of Conduct for contractual partners therefore names some minimum standards that are to be observed as the basis of all business relationships between RELINE and its partners.

RELINE expects that each partner acknowledges this Code of Conduct for contractual partners in the respective current version by the corresponding declaration of consent.

II. REQUIREMENTS FOR THE PARTNERS

1. General principles

Partners commit to the ten principles of sustainable business of the UN Global Compact, the UN Guiding Principles on Business and Human Rights and the core labor standards of the International Labor Organization (ILO) and promote the implementation of anti-corruption as described in various principles on corruption prevention published by the International Chamber of Commerce (ICC) and Transparency International.

The partners undertake to comply with the laws and regulations of the countries in which they operate and to duly fulfil their respective obligations. They will conduct their business according to the values of fairness, reliability and integrity. Partners shall always demonstrate a sustainable sense of responsibility for their social, environmental, and ethical behavior and demonstrate partnership, trust, solidarity and respect in their dealings with their business partners, authorities and third parties.

The partners will take and permanently maintain appropriate measures to ensure that the provisions of this Code of Conduct for contractual partners are also observed and implemented by all their bodies, employees and business partners.

2. Social responsibility

a) Human rights

The partners respect human dignity and are committed to respecting, protecting and upholding human rights. They commit to respecting and protecting human rights and especially the rights of children and of their own employees. The partners must also exercise this social responsibility throughout the entire contract and supply chain to ensure that the human rights of all persons involved are also respected by the other business partners.

b) Forced labor

No partner's staff shall be directly or indirectly coerced into employment by force and/or intimidation. Employment of partner's staff shall be on a voluntary basis only. Illegal employment work will not be tolerated by the partner.

c) Child labor

Child labor and the exploitation of children and young people are not tolerated by the partner in any way. The minimum age for admission to employment must not be below the age at which compulsory schooling ends and in no case below 15 years. If a local legal system provides for a higher minimum age, the partner shall observe this.

d) Fair employment conditions

The partners guarantee legal and fair employment relationships, especially with regard to wages, social benefits and working hours. The benchmarks for this are the respective national and local laws as well as any contractual agreements. Insofar as there are laws in countries that do not correspond to European standards, the partners will develop concepts that consider the regional framework conditions and ensure fair employment for all employees.

e) Anti-discrimination

Equal opportunities and equal treatment of employees must be guaranteed in the partners' company. The diversity of employees is important and must be respected. Discrimination on the grounds of race or ethnic origin, nationality, gender, religion or belief, disability, age or sexual identity is prohibited.

f) Occupational safety and health protection

Partners must protect and ensure the health and safety of all employees, customers and suppliers. This includes protection against work-related illnesses and occupational accidents. The consumption of alcohol or drugs in the workplace is not tolerated by the partners. The legal regulations on occupational health and safety must be complied with by the partners.

The partners will always design the work processes and workplaces in a safe and proactive way to prevent occupational accidents. Furthermore, they will regularly check workplaces and conditions for health and other risks.



3. Environmental protection

The partners must conduct their business in an environmentally sound and sustainable manner and focus on the protection of the environment and the use of sustainable, natural resources.

One of the partners' goals is to continuously reduce the ecological impact of their business activities and thus contribute to environmental and climate protection. Harmful environmental impacts are to be avoided as far as possible and ecological resources must be used responsibly and carefully.

The partners should set targets for reducing their emissions, measure and review them regularly and report on the achievement of the targets, for example within the framework of the Science Based Targets Initiative (SBTi). Natural resources must be protected, especially soil, water, air and biodiversity. Legal and official requirements relating to environmental protection must be complied with. The partners will cooperate with the respective authorities to find the most environmentally compatible solutions for their projects.

4. Ethical business conduct

a) Conflicts of interest

Actions and decisions of the partners must always be free from extraneous considerations and personal interests. Conflicts of interest among employees of the partners and/or their business partners, as well as any appearance that such a conflict of interest might exist, shall be avoided. Partners shall avoid any situation where the interests of a company, the RELINE UV Group, or a government institution and the own personal, family, political or financial interests of employees may conflict.

b) Bribery and corruption

All business activities of the partners shall be kept free of bribery and corruption. In connection with business activities, no improper advantages are provided or offered to employees, business partners, their employees or other third parties. Conversely, no advantages or benefits are accepted from partners if there is a possibility that these could influence a business decision. It is also not permitted to circumvent the regulations by providing benefits to third parties, e.g. consultants, trustees or intermediaries. In dealings with public officials, authorities and other government agencies, the partners will act with sensitivity and generally not grant or accept any benefits.

In countries or regions where other legal framework conditions or other business practices apply, the aforementioned standards and values must nevertheless be applied. Donations must be refrained from or refused if it must be reasonably assumed that a business decision or transaction could be influenced by the donation.

In case of doubt, the partners seek expert advice before taking any action or decision.

c) Compliance with competition and antitrust rules

The partners commit to fair and open competition. They recognize that this is essential for the preservation of economic prosperity and social equilibrium. They shall not engage in agreements that restrict or distort competition and shall not engage in potentially illegal and/or criminal transactions or practices.

The partners do not use unfair practices, engage in industrial espionage or spread false or misleading statements about competitors and their offered services and products.

The partners shall refrain from exchanging data and information with competitors if these concern (intended) pricing, market conditions, customers or production capacities. The partners must not participate in unlawful bid rigging, for example in public tenders, or agreements on the allocation of customers, markets or products and services.

d) Money laundering and foreign trade

The partners observe all money laundering-related monitoring and reporting obligations. They do not participate in any form of terrorist financing or money laundering activities, either actively or passively. The partners inform themselves comprehensively about their business partners and ensure that they, in turn, only conduct legal transactions with funds from legal sources.

Partners shall comply with all requirements of customs and foreign trade law and comply with all embargoes, financial or supply restrictions and other trade sanctions imposed by the UN or the EU.

e) Protection of information and data protection

Business and trade secrets and all other confidential information from and/or about RELINE are to be treated as strictly confidential by the partners. Such information shall only be shared with third parties insofar as this is necessary for the fulfilment of the partner's contract and a confidentiality agreement has been concluded with the third parties beforehand. Confidentiality agreements are to be strictly observed.

All applicable data protection laws and guidelines for the protection of the data of employees, customers or other third parties must be complied with. This applies in particular regarding personal data of employees of RELINE.

III. IMPLEMENTATION OF THE REQUIREMENTS

1. Information

The partners will familiarize themselves and their employees with the Code of Conduct for contractual partners. They shall also sufficiently inform their employees about the contents of this Code of Conduct for contractual partners and the obligations resulting therefrom. The partners are at liberty to introduce appropriate internal guidelines of conduct for themselves and their employees, which, however, may not restrict the standards defined in this Code of Conduct for contractual partners.



2. Application and documentation

The partners will apply the provisions and contents of the Code of Conduct for contractual partners in their company. They will also adequately document the measures taken in this regard. Upon request, the partners will provide RELINE with the information concerning the partners that RELINE requires for its own reporting obligations, e.g. on corporate social responsibility.

3. Application for business partners of the partners

RELINE expects that the partners also communicate the principles of this Code of Conduct to their suppliers and direct business partners and actively promote the application of and compliance with the contents also by their business partners. The partners shall also recommend to their business partners that they in turn ask their business partners to comply with the contents of this Code of Conduct for contractual partners.

4. Control

RELINE reserves the right to verify compliance with this Code of Conduct or to have it verified by independent third parties. The partners will grant RELINE access and entry to the necessary operating facilities and means of production and support RELINE in the verification, for example by self-disclosure or transmission of the documentation prepared by them.

5. Consequences

The partners are aware that compliance with the provisions of the Code of Conduct is an important component of a lasting and sustainable business relationship with RELINE.

RELINE reserves the right to terminate individual contracts or the business relationship and/or draw other, appropriate consequences in the event of violations of this Code of Conduct.

IV. UPDATES

RELINE reserves the right to review and update this Code of Conduct for contractual partners from time to time. RELINE will inform partners of any such updates.





V. NOTIFICATION OF INFRINGEMENTS

Partners will promptly report any violation or suspected violation of the provisions of this Code of Conduct to RELINE. Reports of violations of this Code of Conduct for contractual partners by a partner, its body, employees or business partners can be made via SpeakUp®, RELINE's external whistleblowing system, by telephone or online using the following access data.

The access code in each case is 52083.

Country	Phone	Webservice URL Allgemeine URL: www.speakupfeedback.eu/web/relineuropeexternals
Belgium	0800 71365	www.speakupfeedback.eu/web/relineuropeexternals/be
China	4009901434 Unicom: 108007440179 Telekom (nur Festnetz): 108007440179	www.speakupfeedback.eu/web/relineuropeexternals/cn
Germany	0800 1801733	www.speakupfeedback.eu/web/relineuropeexternals/de
France	0800 908810	www.speakupfeedback.eu/web/relineuropeexternals/fr
Italy	800 787639	www.speakupfeedback.eu/web/relineuropeexternals/it
Netherlands	0800 0222931	www.speakupfeedback.eu/web/relineuropeexternals/nl
Austria	0800 295175	www.speakupfeedback.eu/web/relineuropeexternals/at
Russia	810 800 2626 9902	www.speakupfeedback.eu/web/relineuropeexternals/ru
Switzerland	0800 561422	www.speakupfeedback.eu/web/relineuropeexternals/ch
Slovakia	0800 004529	www.speakupfeedback.eu/web/relineuropeexternals/sk
Czech Republic	800 900 538	www.speakupfeedback.eu/web/relineuropeexternals/cz
Turkey	00800 448824369	www.speakupfeedback.eu/web/relineuropeexternals/tr
USA	1-866-2506706	www.speakupfeedback.eu/web/relineuropeexternals/us
UK	0800 1693502	www.speakupfeedback.eu/web/relineuropeexternals/gb

GLOBAL HIGH PERFORMANCE UV RELINING SOLUTIONS

As the world's leader in trenchless sewer rehabilitation, we not only offer innovative technologies to meet multiple requirements, but also valuable expertise for the planning and eco-friendly implementation of specific rehabilitation procedures: the perfect combination for effectively saving resources, time, and costs, while delivering first-class solutions that excel by their quality, flexibility, and sustainability.



WE ARE HERE FOR YOU!

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