



RELINE



CODE OF CONDUCT

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



OVERVIEW

I.	BEHAVIORAL GUIDELINES OF THE RELINE UV GROUP	5
II.	REQUIREMENTS FOR THE PARTNERS.....	5
1.	General principles.....	5
2.	Social responsibility.....	6
	a) Human rights	6
	b) Forced labor	6
	c) Child labor	6
	d) Fair employment conditions	6
	e) Anti-discrimination	6
	f) Occupational safety and health protection	6
3.	Environmental protection	7
	a) Conflicts of interest	7
	b) Bribery and corruption	7
	c) Compliance with competition and antitrust rules	8
	d) Money laundering and foreign trade	8
	e) Protection of information and data protection	8
III.	IMPLEMENTATION OF THE REQUIREMENTS	8
1.	Information	8
2.	Application and documentation	9
3.	Application for business partners of the partners	9
4.	Control.....	9
5.	Consequences	9
IV.	UPDATES	9
V.	NOTIFICATION OF INFRINGEMENTS.....	11





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.

Access data for business partners (external)

Access code: 112576

URL Web :

<https://reline.speakup.report/relineuropeexternals>



Country	Phone
Albania	Phone number: +355 4 530 1801 (calls charged at the local rate)
Algeria	Phone number: +213 983 29 93 38 (calls charged at the local rate)
Angola	Phone number: +244 226 425 610 (calls charged at the local rate)
Anguilla	Freephone: 1833 422 2005
Antigua and Barbuda	Freephone: 1833 422 2006
Argentina	Phone number: +54 11 2039 7280 (calls charged at the local rate)
Australia	Phone number: +61 2 8284 6262 (calls charged at the local rate)
Austria	Freephone: 0800 909 683
Bahamas	Freephone: 1833 422 2007
Bahrain	Phone number: +973 1650 1936
Bangladesh	Freephone: +880 (0) 9610 998462
Barbados	Phone number: +1 (246) 623 9631 (calls charged at the local rate)
Belarus	Freephone: 8 820 0491 0089
Belgium	Freephone: 0800 89 326
Belize	Freephone: 1800 0130 076
Benin	Phone number: +229 012 090 0380 (calls charged at the local rate)
Bermuda	Freephone: 1833 422 2008
Bhutan	Freephone: +975 2 379 003
Bolivia	Freephone: 800 105 122
Bosnia and Herzegovina	Phone number: +387 70 330 093 (calls charged at the local rate)
Botswana	Freephone: 800 786 1103
Brazil	Phone number: +55 (11) 4700 8838 (calls charged at the local rate)
Brunei Darussalam	Freephone: 801 4657
Bulgaria	Freephone: 800 210 0645
Burkina Faso	Phone number: +226 25 30 09 82 (calls charged at the local rate)
Cambodia	Freephone: 1800 209 867
Cameroon	Freephone: +237 6 57 10 31 12

Canada	Phone number: +1 (514) 395 0496 (calls charged at the local rate)
Cayman Islands	Phone number: +1 (345) 769 5580 (calls charged at the local rate)
Chile	Phone number: +56 22 483 5917 (calls charged at the local rate)
China	Freephone: (via China Telecom): 1080 0152 3042
China	Freephone: (via China United Network): 1080 0852 2221
China	Nationwide number without restriction of the provider: 400 120 1842 (calls charged at the local rate)
Colombia	Phone number: +57 601 242 1247 (calls charged at the local rate)
Costa Rica	Phone number: +506 4036 0350 (calls charged at the local rate)
Côte d'Ivoire	Freephone: +225 05 66 77 0918
Croatia	Freephone: 0800 7745
Cyprus	Freephone: 800 91142
Czech Republic	Freephone: 800 050 833
Denmark	Phone number: +45 43 31 09 61 (calls charged at the local rate)
Dominica	Freephone: 1833 422 1998
Dominican Republic	Phone number: +1 (829) 947 1996 (calls charged at the local rate)
Ecuador	Freephone: 1800 001 432
Egypt	Freephone: 0800 000 0083
El Salvador	Phone number: +503 2230 4752 (calls charged at the local rate)
Estonia	Phone number: +372 609 3008 (calls charged at the local rate)
Ethiopia	Freephone: 800 86 1919
Fiji	Freephone: 008 002 650
Finland	Freephone: 0800 392 912
France	Freephone: 080 554 3753
French Guyana	Freephone: 0800 99 1448
French Polynesia	Freephone: 0800 91 4886
Georgia	Freephone: 1800 008 013
Germany	Freephone: 0800 1818 952
Ghana	Phone number: +233 59 699 3553 (calls charged at the local rate)
Greece	Freephone: 0080 0441 45924 (only available via landline)
Grenada	Phone number: +1 (473) 230 0333 (calls charged at the local rate)
Guam	Freephone: 1833 809 6777
Guatemala	Phone number: +502 2302 8459 (calls charged at the local rate)
Honduras	Freephone: 800 2791 6139
Hong Kong	Phone number: +852 3019 4193 (calls charged at the local rate)
Hungary	Freephone: 06 809 845 89
Iceland	Phone number: +354 415 0349 (calls charged at the local rate)
India	Freephone: 0008 0005 03159
Indonesia	Phone number: +62 21 8063 0074 (calls charged at the local rate)
Ireland	Freephone: 1800 800 636
Israel	Phone number: +972 3374 1225 (calls charged at the local rate)
Italy	Freephone: 800 147 694
Jamaica	Phone number: +1 (876) 677 9125 (calls charged at the local rate)
Japan	Phone number: +81 3 6627 0734 (calls charged at the local rate)
Jordan	Freephone: 0800 23801 (only available via landline)



Kazakhstan	Phone (calls charged at the local rate, only available via landline)
Kenya	Phone number: +254 20 765 0957 (calls charged at the local rate)
Korea	Phone number: +82 2 3700 5146 (calls charged at the local rate)
Kuwait	Freephone: +965 2205 5730
Latvia	Freephone: 800 05929
Lebanon	Freephone: 833 816 0193
Lithuania	Freephone: 0 800 30366
Luxembourg	Phone number: +352 342 080 8982 (calls charged at the local rate)
Malaysia	Phone number: +60 3 7724 3136 (calls charged at the local rate)
Malta	Freephone: 8006 5144
Martinique	Freephone: 0800 90 1651
Mauritius	Phone number: +230 5 297 0999 (calls charged at the local rate)
Mexico	Phone number: +52 55 4780 6198 (calls charged at the local rate)
Moldova	Freephone: 080 060 016
Morocco	Phone number: +212 5 30 14 41 08 (calls charged at the local rate)
Myanmar	Freephone: 0800 800 8062
Namibia	Freephone: +264 83 380 0103
Nepal	Freephone: 1800 001 0186
Netherlands	Phone number: +31 10 700 75 03 (calls charged at the local rate)
New Zealand	Phone number: +64 9 913 5892 (calls charged at the local rate)
Nicaragua	Phone number: +505 7513 7610 (calls charged at the local rate)
Nigeria	Freephone: 070 8060 1221
North Macedonia	Phone number: +389 2551 3216 (calls charged at the local rate)
Norway	Phone number: +47 24 14 06 01 (calls charged at the local rate)
Oman	Freephone: 8007 4161
Pakistan	Freephone: 0080 0900 44437
Panama	Phone number: +507 308 4480 (calls charged at the local rate)
Papua New Guinea	Freephone: 0008 61322
Paraguay	Freephone: 0098 0044 10266 (only available via landline)
Peru	Freephone: 0800 74535
Philippines	Freephone: 1800 8394 8474 (can only be connected to a Globe Telecom device)
Poland	Freephone: 800012953
Portugal	Freephone: 800 831 302
Puerto Rico	Phone number: +1 (787) 200 7305 (calls charged at the local rate)
Qatar	Freephone: 00800 101 094
La Réunion	Freephone: 1800 916 980
Romania	Freephone: 0800 400 653
Russia	Freephone: 8 (800) 100 69 94
Saudi Arabia	Freephone: 800 850 1433
Serbia	Phone number: +381 10 520 043 (calls charged at the local rate)
Seychelles	Freephone: 800 131
Singapore	Phone number: +65 6403 7051 (calls charged at the local rate)
Slovakia	Freephone: 0800 113 418
Slovenia	Freephone: 0800 83115

South Africa	Phone number: +27 (21) 427 7937 (calls charged at the local rate)
Spain	Phone number: +34 900 031 156 (calls charged at the local rate)
Sri Lanka	Phone number: +94 (72) 091 0370 (calls charged at the local rate)
Sudan	Freephone: +249 15 655 9883
Suriname	Freephone: 833 816 0919
Sweden	Freephone: 020 160 4703
Switzerland	Freephone: 080 000 5691
Taiwan	Phone number: +886 2 7743 8912 (calls charged at the local rate)
Tanzania	Freephone: 0800 11 1020
Thailand	Phone number: +66 2 844 9693 (calls charged at the local rate)
Trinidad and Tobago	Phone number: +1 (868) 224 1869 (calls charged at the local rate)
Tunisia	Phone number: +216 31 300 338 (calls charged at the local rate)
Turkey	Freephone: 0080 04488 28602
Turks and Caicos Islands	Freephone: 1833 462 1355
Uganda	Phone number: +256 41 423 8162 (calls charged at the local rate)
Ukraine	Freephone: 0800 801 205
United Arab Emirates	Freephone: 800 0444 0408
United Kingdom	Freephone: 080 0022 4118
United States of America	Phone number: +1 (669) 288 7154 (calls charged at the local rate)
Uruguay	Freephone: 0004 1598 5762
Venezuela	Phone number: +58 212 335 7722 (calls charged at the local rate)
Vietnam	Phone number: +84 1900 3271 (calls charged at the local rate)
Virgin Islands (British)	Freephone: 1833 462 1356
Virgin Islands (U.S.)	Freephone: 1833 724 6398
Zimbabwe	Freephone: +263 867 742 2010



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.



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