

DEUTZ

**Supplier Code
of Conduct**

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I. Our commitment to sustainability

The successful and sustainable management of a company depends not only on the achievement of financial targets but also on the manner in which they are achieved. Our objective therefore is to strive for commercial success while fulfilling our corporate, social, and environmental responsibilities. This philosophy is reflected in the name of our new sustainability strategy, Taking Responsibility, as well as in this code of conduct for suppliers ('Supplier Code').

We, that is DEUTZ AG and its affiliates ('DEUTZ'), are committed to upholding national and international laws, conventions, and declarations and underline our endorsement of their content and principles. These include, but are not limited to:

- the German Supply Chain Due Diligence Act (LkSG),
- the United Nations Universal Declaration of Human Rights (UDHR),
- the fundamental conventions of the International Labour Organization (ILO),
- the OECD Guidelines for Multinational Enterprises,
- the UN Guiding Principles on Business and Human Rights, and
- the ten principles of the United Nations Global Compact (UNGC).

We firmly believe that global challenges can only be overcome by working together. With this in mind, the aforementioned laws and guidelines are the basis on which we have built our Supplier Code. Our suppliers must recognize and comply with our Supplier Code in order to be eligible to provide services and create a successful long-term partnership.

As a member of the UNGC, we have voluntarily undertaken to promote human rights, fair working conditions, environmental protection, and the fight against corruption and to help achieve the United Nations' 17 sustainable development goals (SDGs).

Prioritized SDGs



We actively encourage our suppliers to embed the ten principles of the UNGC in their own corporate strategy, to foster them in their day-to-day business processes and to promote them within their sphere of influence.

II. DEUTZ Group suppliers – our expectations

1. Social responsibility

Demonstrating social responsibility towards our own people¹ is non-negotiable and of central importance to us. We undertake unreservedly to respect fundamental freedoms and international human rights and it is our stated aim to ensure that they are upheld without compromise and at all times. We view compliance with these rights and freedoms as an essential element of our internal and external interactions that will help to secure the long-term success of our business. With this in mind, our suppliers must, at a minimum, meet the following requirements and abide by them in their business processes.

1.1. Respect for fundamental freedoms and human rights

Human rights are basic international standards aimed at securing dignity and equality for every human being. They are universal, inalienable, and indivisible rights to which every individual is equally entitled. In line with **UNGC principles 1 and 2**, we expect our suppliers to respect international human rights, which includes not committing any human rights abuses or being complicit in human rights abuses. Our suppliers must treat all people with fairness, respect, and dignity, and not tolerate any inhumane treatment. The standards expected of our suppliers are based specifically on the **International Bill of Human Rights** and the **fundamental conventions of the ILO**.

1.2. Prohibition of child labor

In line with **UNGC principle 5**, we reject all forms of child labor within our own business and across our entire supply chain. We define child labor in line with **ILO Convention nos. 138 and 182** and **section 2 (1) no. 2 LkSG**:

It is forbidden to employ, in any capacity, a child who is below the statutory minimum school-leaving age at the place of employment or who is below 15 years of age. If local law prescribes a higher statutory minimum school-leaving age or a higher minimum working age, that higher age shall apply. The worst forms of child labor are strictly prohibited. Particular protection must be given to all people under the age of 18. They must not perform work that is likely to jeopardize their health, safety, or morals.

Our suppliers commit to zero tolerance of child labor within their own business operations and those of their suppliers. We expect our suppliers to prohibit any form of child labor as described above in their business operations, and not to engage in child labor.

¹ For reasons of better readability, we refrain from using a gender-specific address in the following. In any case, all genders are addressed simultaneously. The abbreviated form of language is used exclusively for editorial reasons and does not imply any judgement.

1.3. Prohibition of forced labor

We do not accept or tolerate any form of forced or compulsory labor within our own business or in our supply chain. We define forced and compulsory labor in line with **ILO Convention nos. 29 and 105** and **section 2 (2) no. 3, 4, and 11 LkSG**:

Forced labor, slave labor, or comparable labor for which the affected person has not offered themselves voluntarily is prohibited. All work must be performed voluntarily and not under the menace of any penalty. Employees must have the ability to end their work or employment at any time. It is strictly forbidden to subject employees to unacceptable or inhumane treatment, such as oppression at the place of employment, sexual exploitation, or degradation.

Our suppliers undertake not to engage in and to prohibit any form of forced or child labor within their business operations or in those of their suppliers. We expect strict adherence to the national laws and international agreements described in the preceding paragraph. We also require our suppliers to be alert within their own business operations to indications of forced labor, such as wages being withheld, and to initiate measures to eradicate such issues if they arise or when there is a risk thereof.

1.4. Fair working conditions, working hours, and pay

Employees are the engine of any business. For us, it is a matter of course to offer them fair working conditions for fair pay within our own business, and we expect the same of our entire supply chain. We refer to national legislation, including, but not limited to **section 2 (2) no. 8 LkSG, ILO Convention nos. 1, 14, 26, 95, and 100** and **Articles 23 and 24 UDHR**:

Everyone has the right to equitable, humane, and safe working conditions. As well as the right to equal pay for equal work, this includes the right to receive a wage that is sufficient to ensure a reasonable standard of living. A sufficient wage is considered to be at least the level of the statutory minimum wage at the place of employment, and the wage must not be withheld. In addition to statutory employee benefits, every employee has the right to regular paid vacation and to recreation, free time, and – most importantly – to an appropriate limitation of a maximum of 60 working hours per week in order to prevent excessive physical and mental exhaustion. Employees must be granted at least one day off after six consecutive days of work.

We oblige our suppliers across our entire supply chain to comply without exception with the aforementioned national laws, international agreements, and industry-specific provisions regarding fair working conditions, fair working hours, and reasonable pay for employees.

1.5. Equal treatment and prohibition of discriminatory practices

Equal treatment of all employees in line with **UNGC principle 6** is extremely important to us and we have signed up to the Diversity Charter as testimony to our commitment. We reject in the strongest terms all forms of discrimination and unequal treatment in our own business operations and across our entire supply chain, and we support equal

opportunities for all regardless of gender. Our expectations of our suppliers are based on **section 2 (2) no. 7 LkSG, ILO Convention nos. 100 and 111, and Article 2 UDHR:**

Employees must not be discriminated against or treated unequally in any way because of characteristics that are not related to the inherent requirements of the job. No-one should be favored, disadvantaged, or excluded on the basis of irrelevant criteria such as ethnic or social background, nationality, age, health, skin color, disability, language, religious or political beliefs, union membership, marital status, pregnancy, sexual orientation, or gender. All else being equal, no gender-specific differences in pay are permitted and employment relationships shall not be terminated without cause on grounds of gender.

Our suppliers shall strive to the best of their abilities to put the standards in the preceding paragraph into practice in order to prevent and reject any form of discrimination against or disadvantaging of their employees. Personal dignity, privacy, and other rights of an individual to privacy must be respected.

1.6. Freedom of opinion, freedom of association, and collective bargaining

In line with principle 3 of the UNGC, we respect freedom of opinion, freedom of association, and the right to collective bargaining within our own business operations. We do not tolerate any behavior to the contrary and expect the same of all suppliers across our supply chain. We refer in this regard to **section 2 (2) no. 6 LkSG, ILO Convention nos. 87, 98, 135, and 154 and Article 18, 19, 20, and 23 UDHR:**

Every employee has the right to freedom of thought, opinion, and expression. Everyone has the right to assemble peacefully and to form associations with others. No one shall be compelled to belong to a particular association. Everyone is entitled to form, join, or be represented by an organization or union, to take part in collective bargaining, and to go on strike. It is prohibited to discriminate against employees on the basis of their forming, joining, or becoming a member of an organization or union.

Our suppliers strive to the best of their abilities to put the national laws and international agreements summarized in the preceding paragraph into practice and support their employees' freedom of opinion, freedom of association, and right to collective bargaining. We expect our suppliers to facilitate a constructive relationship and transparent discussions between employees, their representatives, and senior management in order to jointly resolve internal points of conflict.

1.7. Occupational health and safety

Financial considerations must never be allowed to compromise the health and safety of staff, because every individual has the fundamental right to physical and mental well-being. We therefore see it as our natural duty to provide a safe and healthy working environment. Our system for managing occupational health and safety meets the requirements of ISO 45001. Our expectations of our suppliers in respect of

workplace health and safety are based primarily on **section 2 (2) no. 7 LkSG** and **ILO Convention nos. 155 and 164**:

Suppliers shall be responsible for ensuring a safe and healthy working environment. By installing and using appropriate systems for managing occupational health and safety, the supplier must provide suitable protection against accidents at work and injury to health that could arise in connection with work performed. This also applies to compliance with safety standards when providing and maintaining workplaces, workstations, and work materials. Suppliers must put suitable measures in place to adequately safeguard employees from chemical, physical, and biological dangers and must regularly update them on applicable health and safety regulations and safety standards. Employees must also be given access to sufficient drinking water and access to clean sanitary facilities.

Our suppliers shall comply with all applicable health and safety regulations and local laws, including but not limited to the regulations set out in the preceding paragraph. Suppliers must therefore provide their employees with a working environment that actively prevents accidents and minimizes health risks. We also expect health and safety standards to be checked regularly and any shortcomings or risks that are identified to be remedied without delay.

1.8. Conservation of natural resources used for subsistence

In our own business operations, we support the conservation of natural resources used for subsistence and strongly condemn any form of expropriation by suppliers in our supply chain. In this respect, we are guided by **section 2 (2) nos. 9 and 10 LkSG** and **ILO Convention 169** on the rights of indigenous peoples:

Our suppliers must not bring about adverse soil alterations or cause water, air, or noise pollution beyond the legally permitted limits. Excessive water consumption is also prohibited if it poses a danger to human health, causes a deterioration in the natural resources required for food production, or denies people access to clean drinking water or sanitation. It is also prohibited to unlawfully remove people from or dispossess them of land, forests, or water which they use for subsistence on purely commercial grounds.

To ensure the above and thereby protect the rights of indigenous peoples where land use is concerned, we insist that our suppliers obtain the free, prior, and informed consent (FPIC²) of the affected parties and provide reasonable compensation.

2. Environmental responsibility

We view it as our responsibility to society to play our part in protecting the environment around the world and mitigating climate change by developing innovative drive solutions for our customers. And we consider it our responsibility to the environment to minimize the impact of our business activities on the environment and the climate. To this end, we have established an environmental management system certified in

² Free, prior and informed consent.

accordance with ISO 14001:2015, and an energy management system certified in accordance with ISO 50001:2018.

We oblige our suppliers across the entire supply chain to comply with all applicable national and international legislation, standards, and other provisions relating to the protection of the environment and climate change mitigation. We also expect our suppliers to continually monitor and reduce their environmental footprint to the fullest possible extent. To help achieve this, we expect suppliers to act in accordance with the latest environmental and climate standards in day-to-day operations, and it goes without saying that the development, manufacture, transport, and disposal of products should be carried out in an environmentally responsible manner. In accordance with **UNGC principles 7, 8, and 9**, we also expect suppliers to take a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility, and encourage the development and diffusion of environmentally friendly technologies.

To continually improve their protection of the environment and mitigation of climate change, we recommend that our suppliers implement an environmental management system that meets the requirements of ISO 14001:2015 and an energy management system that meets the requirements of ISO 50001:2018.

2.1. Responsible use of natural resources and use of renewable energy

An ever-growing global population facing finite natural resources presents today's world with fundamental challenges. We manage resources responsibly and make increasing use of renewable energies, and we expect our suppliers to demonstrate the same sense of responsibility.

We oblige our suppliers to use resources such as raw materials, energy, and input materials efficiently and to strive to reduce the volumes used throughout the entire production process. Production processes should be based on the principles of a circular economy, which includes reducing and substituting materials, reusing and recycling materials, and using alternative eco-friendly materials and recycling methods. We also expect suppliers to monitor and document energy consumption in order to find commercial solutions for enhancing energy efficiency and minimizing energy consumption. And we encourage our suppliers to step up their use of renewable energies.

Where our suppliers are responsible for negative impacts on the environment or the climate that go beyond permitted statutory levels and stem from their production processes or their supply chain, those impacts must be eliminated at source or reduced to an absolute minimum. With a view to **UNGC principle 7** and supporting a precautionary approach to environmental challenges, where suitable alternatives exist in a production process, the most environmentally friendly option should be used.

2.2. Waste and hazardous substances

As part of our sustainability strategy, we aim to continually reduce the amount of waste produced at our production sites and handle hazardous substances responsibly, and

expect the same of our suppliers. This means that our suppliers must take a systematic approach to waste management in order to identify any waste that is being produced, reduce it to a minimum, dispose of it responsibly, or recycle it. We also oblige suppliers to comply with all national and international laws and conventions on handling hazardous waste, in particular the rules set forth in **section 2 (3) LkSG**:

Exporting and disposing of hazardous waste internationally is forbidden under the **Basel Convention**, as amended. Chemicals and other materials that are harmful for the environment when released must be identified and managed to ensure that they are handled safely when being transported, stored, used, recycled, or disposed of. The use and disposal of mercury shall be governed by the prohibitions set forth in the **Minimata Convention**, as amended. Furthermore, the prohibitions on the use and disposal of chemicals and persistent organic pollutants set forth in the **Stockholm Convention**, as amended, must be observed. Environmentally hazardous or poisonous substances must be labelled and they must be stored, used, and disposed of in a way that prevents leakage.

2.3. Materials compliance

We aim to only use components and products in our production processes that conform to the widest range of environmental laws and regulations. We therefore oblige our suppliers to comply with all relevant local and international materials compliance regulations. Specifically, we insist that the products purchased by our suppliers conform to **Regulation (EC) No 1907/2006 concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH)**, and **Directive 2011/65/EU** on the restriction of the use of lead (Pb), cadmium (Cd), mercury (Hg), hexavalent chromium (Cr(VI)), polybrominated biphenyls (PBB), and polybrominated diphenyl ethers (PBDE) in certain electrical and electronic equipment (EEE). Our suppliers are also obliged to confirm to us that purchased components and products conform to the relevant provisions and directives. We expect them to inform us proactively and transparently about the chemical composition and ingredients in purchased components and products – preferably by way of a material data sheet from the standard material data management and exchange systems IMDS or CDX.

2.4. Water resources and industrial effluents

We use the water resources available to us responsibly and attach great importance to dealing with industrial effluents in an environmentally friendly manner while also enhancing the treatment thereof. We expect the same sense of responsibility across our entire supply chain. Accordingly, our suppliers must conserve water and use it efficiently in their production processes, thereby ensuring continued access to water resources in the future. Effluents from operating activities, production and manufacturing processes, and sanitary facilities must be identified and categorised before being released or disposed of, and must be monitored, checked, and – if required – treated.

2.5. Emissions reductions

For DEUTZ, reducing the volume of harmful CO₂ emissions beyond the legally required reduction is a key priority. By developing carbon-neutral drive systems and continually optimising our production processes, we want to contribute to achieving the climate goals set forth in the current version of the legally binding **Paris Agreement**, as amended. To this end, we have set ourselves specific targets for reducing our CO₂ emissions in our sustainability strategy.

We expect our suppliers to use suitable mechanisms to analyse their emissions by category prior to release, to monitor and check them on a regular basis, and initiate appropriate improvement measures if need be. We also require our suppliers to use exhaust gas cleaning systems in their production processes and to find economic solutions to continually reduce all types of emissions, thereby also helping to achieve the Paris climate goals and the 1.5 degree goal in particular. Suppliers should also endeavor to be transparent about the emissions they cause both for DEUTZ and for other business partners.

3. Responsible procurement and conflict minerals

We process components and raw materials for use in engine production that contain an extensive range of pure substances and minerals. We take great care to ensure our procurement is responsible and sustainable, especially in respect of the conflict minerals tin, tantalum, tungsten, cobalt, ores, and gold. As we do not procure minerals directly ourselves, we can only fulfill our responsibility in partnership with our suppliers, which is why we insist that suppliers do not acquire goods or materials used in the manufacture of products for DEUTZ by illegal or unethical means. Please refer to the latest version of the conflict minerals policy on our website at www.deutz.com under Supplier > Supplier Code of Conduct.

We expect our suppliers across the entire supply chain to comply with the **EU Conflict Minerals Regulation (Regulation (EU) 2017/821)** and with **section 1502 of the Dodd-Frank Act**. DEUTZ complies with the **OECD Due Diligence Guidelines for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas** and obliges all its suppliers to meet the related due diligence requirements. Our suppliers must avoid sourcing minerals from conflict-affected or high-risk areas and provide us with sufficient information regarding conflict minerals in the supply chain. Smelting plants and refineries that do not have adequate, audited due diligence processes in place must not be used.

4. Ethical business conduct

Being an international company, DEUTZ is subject to a wide spectrum of legal and administrative requirements. Compliance with those requirements is the foundation for long-term business success. Criminal conduct, or the mere perception of breaking the law, can do lasting damage to the reputation of a company and not only result in serious financial losses but also jeopardize its very existence as a going concern. We are explicitly committed to legal compliance and take a zero-tolerance approach to unlawful behavior, particularly corruption and bribery.

We also expect all our business partners to act in compliance with the law and in an ethical and upstanding manner. We require our suppliers to comply with the applicable laws, rules, and regulations of the countries in which they operate. This applies in particular, but not exclusively, to competition and antitrust law, import and export controls, money-laundering prevention, and international sanctions.

4.1. Level playing field

We operate our business solely in accordance with the principle of free, fair, open, and unrestricted competition and expect the same across the entire supply chain.

It goes without saying that we require suppliers to comply with the rules of fair competition, especially with regard to tenders. Our suppliers must comply with all relevant provisions of competition law, particularly antitrust law. We expect them to carry out their activities in a manner consistent with the competition laws of all countries in which their activities could have anticompetitive effects. We refer specifically in this regard to **Article 101 and 102 of the Treaty on the Functioning of the European Union (TFEU)** and to **chapter 10 of the OECD Guidelines for Multinational Enterprises**:

Agreements and coordinated approaches between competitors are unlawful and thus prohibited if they are aimed at, or lead to, the prevention or restriction of competition. The abuse of a dominant market position is also prohibited.

Our suppliers must cooperate with investigations by competition authorities. We expect our suppliers to regularly remind their employees of the relevance and importance of compliance with competition laws.

4.2. Measures to combat corruption and bribery

So as to maintain trust in DEUTZ and our integrity toward customers, business partners, shareholders, and the public, we take a zero-tolerance approach to corruption, bribery, and blackmail and expect our suppliers to do the same.

Our suppliers must comply with the applicable national and international anti-corruption laws and regulations, and apply the highest standards of integrity in all business activities. In the spirit of **UNGC principle 10**, we refer in particular to the **United Nations Convention against Corruption** and **chapter 7 of the first part of the OECD Guidelines for Multinational Enterprises**.

Our suppliers must not promise or grant DEUTZ employees or third parties any benefits or inducements with the aim of obtaining a business advantage in connection with activities for DEUTZ. We furthermore expect suppliers not to make any illegal payments to public officials or authorities in any form whatsoever and demand that they put in place procedures to monitor and enforce compliance with anti-corruption guidelines in order to prevent any form of bribery and corruption.

4.3. Avoidance of conflicts of interest

We make business decisions solely on a professional and objective basis. Our suppliers' decisions with regard to doing business with us must be based exclusively on objective criteria.

Conflicts of interest must be avoided – including in private matters, or other commercial or miscellaneous activities. The same applies for family members and other related parties or organizations. Personal interests must not influence our suppliers' business decisions. As soon as a supplier becomes aware of a potential conflict of interest, they must take suitable measures within their organization to remedy the conflict. Our suppliers must inform us openly and transparently, without delay, about any potential conflict of interest that arises.

4.4. Protection of intellectual property

We respect intellectual property rights and expect our suppliers across the supply chain to afford them the same protection.

Our suppliers must comply with all relevant provisions and laws for the protection of intellectual property, including, but not limited to, copyright, trademark, design, and patent laws. They must also be willing to enter into a confidentiality agreement with DEUTZ. Intellectual property includes business secrets, confidential information, technological information and expertise, copyrights, trademarks, logos, customer information, patents, registered designs, and works protected by copyright, such as software and image rights.

Our suppliers must take precautions to protect the intellectual property of DEUTZ and all other business partners in the course of their business. Any misuse, inappropriate use, fraud, forgery, theft, or inadequate disclosure of intellectual property rights of DEUTZ is forbidden.

4.5. Confidentiality and data protection

We respect the privacy, integrity, and confidentiality of the data entrusted to us by employees, business partners, and other third parties and expect the same of our suppliers.

Our suppliers undertake to comply with all relevant national and international data protection laws and the **General Data Protection Regulation (GDPR) in Europe** in particular. They must ensure that personal data, i.e. information that would allow conclusions to be drawn about specific or identifiable individuals, is protected and safeguarded. All personal data that our suppliers collect and store from us, from their clients, their suppliers, their customers, their consumers, and their employees must be processed solely for the intended purpose, in a verifiable manner, carefully and in accordance with its sensitivity, and in accordance with the applicable data protection laws.

4.6. Money laundering and financial reporting

We are against any kind of money laundering and financing of terrorism and attach particular importance to legally compliant financial reporting.

We expect our suppliers to clearly distance themselves from any kind of money laundering and financing of terrorism while upholding the relevant national and international anti-money laundering legislation and regulations. Business transactions between DEUTZ and its suppliers must take place without cash payments being made or any similarly dubious circumstances.

In terms of their financial reporting, we expect our suppliers to strictly observe the relevant local laws and provisions, and to prepare and disclose all financial records and reports as required.

4.7. Trade rules

Operating globally means that DEUTZ has to respect all national and international trade rules and regulations concerning exports, imports, sanctions, customs, restrictions, and embargoes. We expect the same compliance with the law from our suppliers across the supply chain. Our suppliers also ensure that any information required for foreign trade is shared and strive to achieve a secure supply chain. Our suppliers must ensure that neither their company itself nor their beneficial owners, representatives, or other subcontractors engaged by them are on any current sanctions lists.

III. Implementation and legal consequences of violations

A code of conduct is only effective if it is implemented and enforced. We expect our suppliers to comply with the principles and requirements set forth in this Supplier Code, and to monitor compliance therewith using an appropriate system and procedures. Our suppliers must ensure that their employees are familiar with our Supplier Code, that they understand it, and that they act accordingly. We also expect our suppliers to take steps to ensure that their contractual partners are aware of our Supplier Code and adhere to it as well.

Systematic risk management is the cornerstone of sustainable supply chain management. We therefore expect our suppliers to identify risks within their supply chain and to take suitable preventative measures coupled with measures to avert any identified risks. In the event of identified risks and/or preventive measures taken, we expect our suppliers to notify us of these via the responsible DEUTZ purchaser.

Ways to notify us of (potential) violations of the requirements of this code of conduct include a publicly accessible whistleblowing system on our website at www.deutz.com under About us > Compliance. Our suppliers and all stakeholders of the Company can use this whistleblowing system at any time to report, anonymously if they so wish, suspected compliance violations and to request that corrective action be taken.

We reserve the right to make our own inquiries and, with adequate advance notification, to carry out risk-based audits or assessments at our suppliers' sites to ensure that they are compliant with all laws, regulations, and standards. Our suppliers undertake to allow DEUTZ to inspect documentation and to provide the information required for DEUTZ to exercise its right to audit. Where we indirectly become aware of infringements of the law by subcontractors or business partners of our suppliers, the supplier must allow DEUTZ to inspect documentation of business with subcontractors and business partners on an ad hoc basis. In the event that a supplier violates this Supplier Code to a significant extent and does not take any corrective measures after we have pointed this out, this entitles us to extraordinary termination of the underlying supply contract.

IV. Acknowledgement and consent by the supplier

By signing this document, supplier “XY” acknowledges and undertakes to comply with the principles and rules set forth in this Supplier Code. This acknowledgement applies for all sites of supplier “XY” and for all affiliated companies of said supplier. We also expect the supplier to communicate our Supplier Code within its supply chain and to its employees in a way that is understandable for them, and to take all necessary measures to ensure that the Code is implemented.

Place, date

Supplier name

First name, last name, title

Signature

V. References

DEUTZ's sustainability strategy:

<https://www.deutz.com/en/sustainability>

DEUTZ's whistleblowing system:

<https://www.deutz.com/en/about-us/compliance>

United Nations Global Compact (UNGC):

<https://www.unglobalcompact.org/>

UN Guiding Principles on Business and Human Rights:

https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf

OECD Guidelines for Multinational Enterprises:

<https://www.oecd.org/corporate/mne/>

Supply Chain Due Diligence Act (LkSG):

[https://www.bgbl.de/xaver/bgbl/start.xav?startbk=Bundesanzeiger_BGBl&jumpTo=bgbl121s2959.pdf#__bgbl__%2F%2F%5B%40attr_id%3D%27bgbl121s2959.pdf%27%5D__1665244300600tt \(bgbl.de\) \[in German\]](https://www.bgbl.de/xaver/bgbl/start.xav?startbk=Bundesanzeiger_BGBl&jumpTo=bgbl121s2959.pdf#__bgbl__%2F%2F%5B%40attr_id%3D%27bgbl121s2959.pdf%27%5D__1665244300600tt%28bgbl.de%29%5B%5D)

United Nations Universal Declaration of Human Rights:

<https://www.ohchr.org/en/universal-declaration-of-human-rights>

Fundamental conventions of the International Labour Organization (ILO):

<https://www.ilo.org/global/lang--en/index.htm>

EU General Data Protection Regulation (GDPR):

<https://eur-lex.europa.eu/eli/reg/2016/679/oj>

EU Conflict Minerals Regulation (Regulation (EU) 2017/821):

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32017R0821>

Dodd-Frank Act:

<https://www.congress.gov/111/plaws/publ203/PLAW-111publ203.pdf>

Treaty on the Functioning of the European Union (TFEU):

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A12016ME%2FTXT>

UN Convention on the Elimination of All Forms of Discrimination against Women:

<https://www.ohchr.org/sites/default/files/cedaw.pdf>

Paris Agreement of the United Nations:

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A22016A1019%2801%29>

Directive 2011/65/EU on the restriction of the use of certain hazardous substances in electrical and electronic equipment (RoHS):

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32011L0065>

Regulation (EC) No 1907/2006 concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH):

<https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX%3A32006R1907>