

SUPPLIER CODE OF CONDUCT

Introduction

AERIUS Marine GmbH and its affiliate companies (meaning „AERIUS“) are worldwide acting as a turnkey supplier and system integrator for customised solutions with key focus on HVAC (Heating, Ventilation and Air Conditioning). We consider sustainability to be an essential component of our business processes. We purchase commodities and services from suppliers worldwide so as to secure the sustainable success of our customers by providing innovative solutions for products and services.

This requires responsible management that strives for a long-term, value-added business model. For this reason, our suppliers are an integrated part of our sustainability strategy. In all our procurement activities, we carefully take into consideration a set of economic, process-driven and technical criteria as well as essential social and ecological factors such as human rights, labor conditions, anti-corruption concerns and environmental protection.

Irrespective of different services, markets, regions or processes, the principal factors for supplier assessment and evaluation at AERIUS are always cost, quality, reliability, innovation and sustainability.

At AERIUS, we expect that our suppliers comply with applicable national statute, with the principles of the United Nations Global Compact, and with the AERIUS Supplier Code of Conduct. Furthermore, we expect our suppliers to introduce suitable processes within their organizations that support compliance with applicable statute and that drive continuous improvements with regard to the principles and requirements laid out in the AERIUS Supplier Code of Conduct. Moreover, we expect from our suppliers to ensure compliance with these principles and requirements by all their affiliates.

Human and labor rights

At AERIUS, we expect that our suppliers respect and comply with the fundamental rights granted to all employees under applicable national statute. Furthermore, we expect our suppliers to fully recognize the labor standards issued by the International Labor Organization (ILO), taking into due account the applicable laws and regulations in different countries and at different sites. At AERIUS, we expect our suppliers to respect third persons' rights and to minimize any possible adverse effects by taking into account all relevant international standards.

Child labor

At AERIUS, we expect our suppliers to prohibit and refrain from any kind of child labor within their organization.

Discrimination

At AERIUS, we expect that our suppliers promote equal opportunities and equal treatment. Furthermore, we expect our suppliers to prohibit any form of discrimination in recruiting, pro-moting or selecting employees for basic or advanced training programs. Within the organization of our suppliers, no employee may be discriminated against based on his or her gender, age, color, race, ethnical or social origin, nationality, sexual orientation, incapacity, religion or world view or political opinion.

Forced labor

At AERIUS, we expect our suppliers to prohibit any kind of forced labor or human trafficking in their organization and any contribution to it.

Freedom of association

At AERIUS, we expect our suppliers to respect the right of their employees, to the full extent of applicable national statute, to form a workers council, collective bargaining unit or other employee representations, and to enter into collective bargaining.

Working time and remuneration

At AERIUS, we expect our suppliers to fully comply with applicable national statute on working time. Furthermore, we expect that the employees of our suppliers receive a remuneration which is in line with applicable national statute.

Occupational health and safety

At AERIUS, we expect our suppliers to fully comply with applicable national statute governing health and safety at work. Furthermore, our suppliers are expected to establish and maintain an appropriate occupational health and safety managementsystem (e.g., in accordance with OHSAS 18001, or national equivalent). This includes containing actual as well as potential health and safety risks at work. Moreover, our suppliers are expected

to train their employees for the purpose of preventing accidents and occupational diseases as best as possible.

Environmental protection

At AERIUS, we expect our suppliers to comply with all applicable national laws, regulations and standards to protect the environment. Our suppliers are expected to establish and maintain a suitable environmental management system (e.g., in accordance with ISO 14001, or national equivalent) to minimize environmental impact and hazards, and to improve environmental protection in their everyday operations.

Conduct in business environment

Prohibition of corruption and bribery

At AERIUS, we expect our suppliers to have zero-tolerance for corruption and to ensure compliance with all United Nations (UN) and Organisation for Economic Co-operation and Development (OECD) conventions against corruption, and with all governing anti-corruption laws. In particular, our suppliers are expected to ensure that their employees, subcontractors and agents do not offer, promise or grant any advantages to any AERIUS employees or related parties with the goal of securing an order award or any other form of preferential treatment in their business transactions.

Invitations and gifts

At AERIUS, we expect that our suppliers refrain from presenting any invitations or gifts to our employees so as to gain any form of influence. Any invitations or gifts extended to AERIUS employees or related parties, if any, must be reasonable and suitable with a view to scope and design, i.e. they must be of low financial value and reflect ordinary local business custom. We also expect our suppliers to refrain from asking AERIUS employees or related parties for any inappropriate advantages.

Preventing conflicts of interest

In our suppliers' business dealings with us, we expect our suppliers to take decisions based on objective criteria only. Any factors that might influence our suppliers' decisions due to private, business or other conflicts of interest must be prevented from the start. The same applies to relatives and other related parties.

Unrestricted competition

At AERIUS, we expect our suppliers to always compete in a fair manner and to comply with applicable antitrust laws and regulations. Our suppliers are expected not to enter with competitors into agreements that might constitute a breach of antitrust law, nor to take advantage of any dominant market position they might hold.

Money laundering

At AERIUS, we expect our suppliers to comply with all applicable statute governing the prevention of money laundering, and not to participate in any money laundering activities.

Supplier relations

At AERIUS, we expect our suppliers to communicate the principles laid out herein to their subcontractors and subsuppliers and to take these principles into account when selecting subcontractors and subsuppliers. Our suppliers are expected to encourage their subcontractors and subsuppliers to comply with the minimum standards of this Code of Conduct regarding the protection of human rights, working conditions, anti-corruption and environmental protection when fulfilling their contractual obligations.

Compliance with the AERIUS Supplier Code of Conduct

AERIUS reserves the right to review our supplier's compliance with the principles and requirements as laid out in this Code of Conduct regularly. This review could either be through:

- Self assessment: AERIUS may request the supplier to complete a self assessment;
- Certifications / Statements: AERIUS may ask the Supplier for a certification or statement confirming compliance with relevant standards;
- On-Site Audits: AERIUS or an authorized third party acting on its behalf may contact the supplier and ask for permission to verify compliance.

Actions in the event of non-compliance

Non-compliance of our suppliers with any of the principles set out in this Code of Conduct will be considered as a violation of the supplier's contractual agreement with AERIUS. AERIUS reserves the right to stop any contractual agreement in case of violation of the

principles of this Code of Conduct or if no measures for improving are sought or implemented. AERIUS reserves the right to audit and access to all relevant documentation of the supplier if a breach with any of the principles in this Code of Conduct is suspected.

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