

## **Code of Conduct for Molinari suppliers and external employees**

This Code of Conduct defines the principles and requirements of Molinari concerning their responsibility for people and the environment for their suppliers of goods and services. Molinari reserves the right to change the requirements of this Code of Conduct for appropriate changes in the Molinari compliance program. In this case, Molinari expects its suppliers to accept such appropriate changes. Where necessary, new suppliers have to sign this declaration, stating that they have read and understood the Code, at the first written order and external employees have to sign at the commencement of their contract.

### **The Supplier hereby declares:**

- **Compliance with laws**
  - Comply with the laws of the applicable jurisdiction(s)
- **Prohibition of corruption and bribery**
  - No form of corruption or bribery will be tolerated or engaged in any way, including any unlawful payment or other payments to government officials to influence decision-making
- **Respect the fundamental rights of employees**
  - Promote equality of opportunity and treatment of its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction as well as sex or age
  - Respect the personal dignity, privacy and personal rights of each individual
  - Employ no one against his will or force them to work
  - Unacceptable treatment of employees, such as mental cruelty, sexual or personal harassment or discrimination will not be tolerated
  - Behaviour (including gestures, language and physical contact) which is sexually coercive, threatening, abusive or exploitative will not be tolerated
  - Provide fair remuneration and to guarantee the statutory defined national minimum wage
  - Comply with the applicable maximum working time of each state
  - As far as permitted by law, recognize the freedom of association of employees and neither favour nor discriminate members of employee organizations or unions
- **Prohibition of child labour**
  - Not to employ workers who are unable to provide proof of a minimum age of 15 years. In countries which fall under the exception for developing countries in the ILO Convention 138, the minimum age may be reduced to 14 years.
- **Health and safety of employees**
  - Take responsibility for health and safety of his employees
  - Curtail risks and ensure the best possible precautionary measures against accidents and occupational diseases
  - Provide training and ensure that all employees are competent regarding occupational safety
  - Create and use an appropriate health and safety management system

- **Environmental protection**
  - Observe the environmental protection concerning legal norms and international standards
  - In particular, compliance with the following EU- directives and regulations
    - 2 RoHS (EU directive 2011/65 / EU of the European Parliament and of the Council of 8. June 2011 on the restriction of the use of certain dangerous substances in electrical and electronic equipment) and
    - REACH Regulation (Regulation (EC) no. 1907/2006 (REACH) is an EU chemicals regulation, which came into force on 1 June 2007. REACH stands for Registration, Evaluation, Authorisation and Restriction of Chemicals. As an EU Regulation REACH is equally and directly valid in all member states).
  - To minimize environmental pollution and continuously improve the environmental protection
  - Create and use an appropriate environmental management system
- **Supply chain**
  - Promote adequate compliance with the content of this code of conduct by his suppliers
  - Comply with the principles of non-discrimination in the supplier selection and treatment of suppliers

The Code of Conduct for Molinari suppliers and external employees is located at: <http://www.molinari-rail.com/company/organisation-management/>

Compliance with the behaviour rules listed is hereby confirmed

Name and address of the supplier or external employees:

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Place, datum: \_\_\_\_\_

Company-specific signature /name in block letters and signature