



wintershall dea

WINTERSHALL DEA

SUPPLIER CODE OF CONDUCT

Wintershall Dea is Europe's leading independent gas and oil producer. Our aim is to assume responsibility and, within our sphere of influence, to efficiently and responsibly contribute to covering the world's growing energy needs. This involves complying worldwide with applicable laws and striving to act in compliance with internationally recognised standards such as the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO core labour standards and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. In addition, through our Wintershall Dea Code of Conduct we have set ourselves binding corporate values and standards for acting responsibly.

We want to partner with our suppliers to further develop the sustainability performance in our supply chain. The Supplier Code of Conduct therefore defines binding requirements for both sides for our joint business relationship. We expect you as our suppliers to comply with applicable laws and to support, embrace and enact the following environmental, social and corporate governance (ESG) standards. These are based on the ten principles of the UN Global Compact, the UN Principles on Business and Human Rights and the UN Sustainable Development Goals.

We also expect you to make every effort to ensure that these ESG standards are implemented by your suppliers, subcontractors and other business partners.

Environment, Health and Safety

- You comply with all applicable environmental, health and safety regulations.
- You minimise potential environmental, health and safety risks that might result from your business operations by using appropriate management systems.
- You are committed to climate protection and therefore you are implementing measures to reduce greenhouse gas (GHG) emissions.
- You promote the safe and environmentally-friendly development, manufacture, transport, use and disposal of your products. You pay special attention to development of products that minimizes the effect on climate change. The same applies to the provision of services.
- You design your processes in such a way that the resources involved are used efficiently. You use especially energy-efficient and environmentally-friendly technology and reduce your water consumption and the amount of waste that you produce as well as the emissions that you release into the air, water and land.
- You provide relevant data on GHG emissions upon request.

Social Responsibility

- You pledge to respect human rights and have implemented human rights due diligence processes to identify actual and potential adverse human rights impacts (also with regard to your business relationships with third parties) and take appropriate countermeasures.
- You do not tolerate child labour, in other words, activities by minors that are harmful to their health and

development. You do not employ any minors in disagreement with the applicable legislation and in no event under the age of 15. You grant special protection to minors.

- You tolerate no human trafficking and no form of forced labour, in other words, work that is performed involuntarily and under the menace of any penalty. It refers to situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as manipulated debt, retention of identity papers or threats of denunciation to immigration authorities.
- You uphold – in accordance with applicable laws – the freedom of association, the right to collective bargaining, reasonable working hours and paid holidays, as well as proportionality in disciplinary measures, with physical punishment being forbidden.
- You comply with minimum wages in accordance with local laws and ensure compensation of a living wage in line with the local living conditions.
- You treat your employees with respect and provide a workplace that is free from harassment or abuse of any kind and from unlawful practices or discrimination. That applies especially to unfair treatment on the grounds of nationality or ethnic origin, gender or gender identity, religion or beliefs, a disability, age or sexual orientation and identity.
- You respect the rights of local communities, minorities, indigenous people and other vulnerable groups and strive to avoid any negative impact on them.

Governance

- You abide by all applicable national and international laws and regulations, including but not limited to antitrust law, trade controls and sanction regimes.
- You ensure the protection of insider information so that information received within your business relationship with Wintershall Dea that is not in the public domain cannot be used as the basis for trading in shares and securities.
- You respect the privacy and confidential information of your employees and business partners as well as protect data and intellectual property from misuse.
- You prohibit all kinds of bribery, corruption and money laundering.
- You forbid any benefits (gifts, entertainment, invitations or other benefits) to or from private business partner or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations or against the law.
- You ensure that decisions in connection with the business relationship with Wintershall Dea are made exclusively on the basis of objective criteria and not guided by personal interests that may lead to a conflict of interests, and shall inform Wintershall Dea should such a conflict of interests exist.
- You implement an appropriate compliance management system that supports compliance with applicable laws and standards.

Compliance with this Supplier Code of Conduct

You enable your employees or third parties to openly or confidentially report concerns, misconduct or potentially unlawful practices in connection with your business activities. You carry out investigations based on the reports and take appropriate measures.

The standards set out in this Supplier Code of Conduct are an important part of our supplier selection and evaluation. You may acknowledge standards stated above or demonstrate your commitment via compliance with your own code of conduct or company policies that embrace these standards. Wintershall Dea reserves the right to conduct audits or assessments itself or have them carried out by a third party to ensure your compliance. Furthermore, in case of non-compliance by a supplier with these or comparable principles and standards Wintershall Dea reserves the right to reassess whether to continue the business relationship. Such a decision may include the termination of the business relationship.

If you or your employees have any concerns about unlawful conduct or misconduct, please contact our whistleblower system: <https://www.speakupfeedback.eu/web/pha6ek>

Whistleblowers can rest assured that their report will be treated confidentially and that Wintershall Dea will never make efforts to reveal the identity of an anonymous whistleblower. More information is available at: <https://wintershalldea.com/en/what-we-believe/compliance>

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