BUSINESS PARTNER

Code of Conduct

Skion
WATER

Our Values in Action

SW-004-CO-POL-IG1-V03EN

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Introduction

Fulfilling our ethical, social, and legal responsibilities is a top priority for SKion Water Group. This means adhering to applicable laws, respecting ethical principles, and acting sustainably. It's essential for maintaining our reputation as a reliable and trusted partner among customers, external partners, employees, and the public. Everyone associated with SKion Water Group, including employees, directors, consultants, contract workers, trainees, and Partners, must uphold these responsibilities.

The requirements set out in this Code are derived from a range of sources, including regulatory requirements and our risk-based approach.

Terminology

Code

The latest version of this Business Partner Code of Conduct as published on the SKion Water website.

Group or SKion Water Group

All Companies SKion Water holds a controlling interest in.

Partner(s)

Suppliers, consultants, service providers, etc. that SKion Water Group conducts business with.

SKion Water

SKion Water GmbH

We, Us or Our refers to

SKion Water Group, all its employees and Partners

Terminology

Company

An entity directly or indirectly majority owned by SKion Water.

For further details see

→ **www.skionwater.com**

COMPANY INVESTMENTS

ELIQUO

OSWALD SCHULZE Umwelttechnik GmbH

Richter Steuerungstechnik

W.E.T. Wasser · Energie · Technologie

ENVIROCHEMIE

innowac

ENVIROWATER IRELAND

OSIRIS

DLK TECHNOLOGIES

ENVIRODTS

SCHWEITZER CHEMIE

ProWaTech

ENVIROFALK

enwa

ENVIROPROCESS

enwa pahlen.no SVØMMEBASSENG

OVIVO

Bringing water to life

cembrane clean water for life

E2METRIX

Terminology

COMPANY INVESTMENTS

PAQUES

FAXON QUÍMICA

SANPURE

ECOPRENEUR

VIGA flow

adasa

enpure

inCTRL

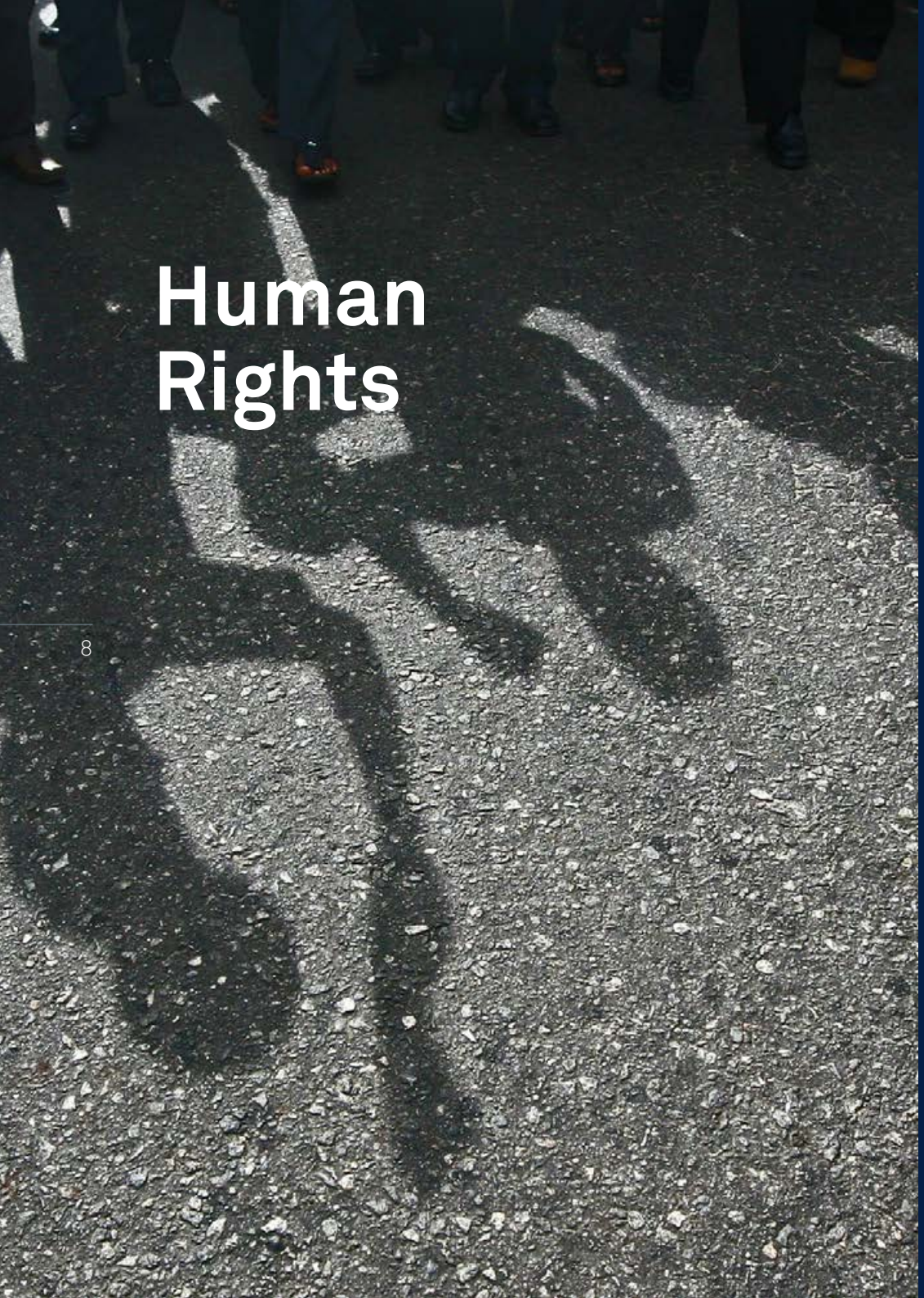
MATTEN

TECHNOLOGY INVESTMENTS

FIDO

SWS

up2e!



Human Rights

SKion Water Group is committed to conducting business in a way that respects human dignity and advances human rights.

We together with our Partners must

Respect human rights by not willingly or knowingly assisting in any human rights violation including within our respective value chains.

Ensure that no compulsory labour is used including forced labour, slavery, human trafficking and child labour for any work performed by Partners of SKion Water Group.

Ensure and verify (if asked to) that they do not employ workers under the age of 15 or in those countries subject to developing country exceptions of the International Labour Organization (ILO) convention 138, employee workers under the age of 14.

Comply with the applicable maximum number of working hours laws.

Prohibit and not engage in behavior that has the purpose or effect of intimidating or resulting in a hostile or offensive work environment including gestures, language, and physical contact that is sexual, coercive, threatening, abusive or exploitative.

Promote and support equal opportunities for and treatment of their employees irrespective of race, nationality, social background, veteran status, disabilities, sexual orientation, gender identity or expression, political or religious conviction, or age.

Respect applicable local, national, international and traditional rights to land, water and resources.

Comply with proper hiring practices, including verification of each worker's legal right to work in the country, ensuring all mandatory documentation is readily available.

Grant workers the freedom to join associations and to collective bargaining where local law confers such rights.

Health and Safety

We prioritise the health and safety of our employees, as well as our partners' employees.

Health and Safety

We together with our Partners must provide employees with a safe and healthy working environment and ensure compliance with all local laws that confer such rights.

We must act proactively to control hazards and support the prevention of accidents by providing appropriate health and safety training and conducting health and safety risk assessments.

Conflict of Interest

We trust that every one of us will make decisions objectively without being influenced by personal interests and relationships.

Conflict of Interest

It is only fair and honest to disclose existing or potential conflicts of interest or appearances of conflicts of interest between you and SKion Water Group.

A conflict of interest is a situation in which a person has a private or personal interest – family, friendships, financial, or social factors sufficient to appear to influence, the objective exercise of their official duties that could compromise, their judgment, decisions, or actions in the workplace.

Fraud, Bribery and Kickbacks

We believe in always acting honestly.

Fraud, Bribery and Kickbacks

There are laws enacted throughout the world aimed at combating bribery and corruption of public officials. Partners must, at all times, comply with applicable laws.

Fraud

Both our employees and Partners should not employ or participate in dishonest methods or schemes for the purpose of obtaining a personal or business advantage or reward, including methods involving fraud, deceit and any action that does not comply with laws and current regulations.

Bribes and Kickbacks

In most jurisdictions, the law prohibits, amongst others, the payment of any bribes, kickbacks or other illicit forms of payment, same as our own employees, Partners should not in any way offer, give, solicit or receive any bribes, kickbacks or other illegal or improper payments, transfers or receipts.

We will do business exclusively based on performance principles, the market economy, and on free competition, and will not use unfair business practices.

Anti-trust and Competition Legislation Compliance

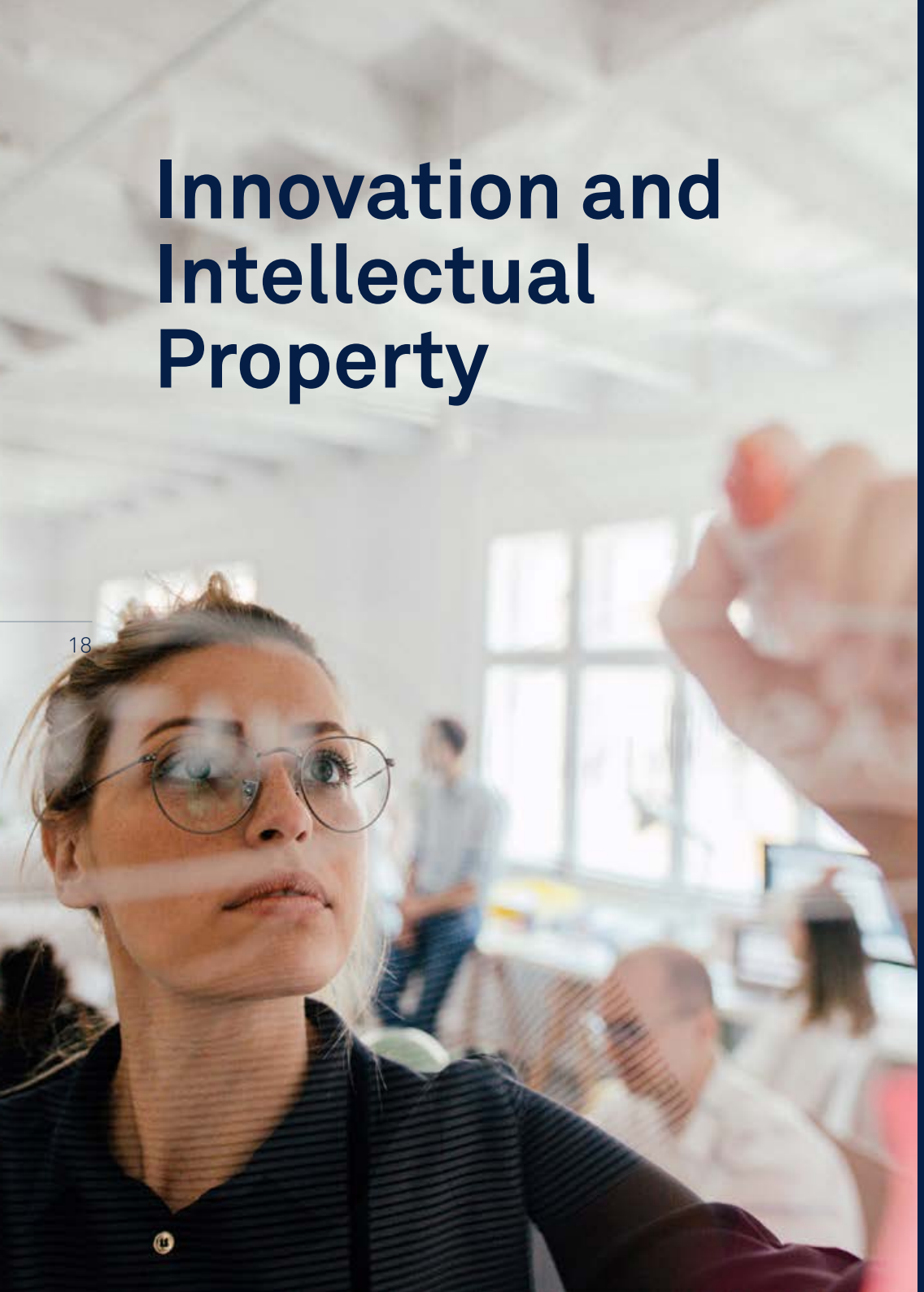
Partners should respect the anti-trust and competition laws, as well as all the associated policies, procedures, regulations, and practices that are currently in force in countries (including provinces, states or other forms of jurisdictions) where SKion Water Group operates.

SKion Water Group is committed to taking strong initiatives by complying with environmental laws and regulations.

Environmental Policy

We recognize the importance of preserving the environment, conserving global resources, and protecting human health. We expect that all complaints received by any office or Company suspecting that SKion Water Group is not in compliance with any enviromental law to be promptly reported.

Innovation and Intellectual Property

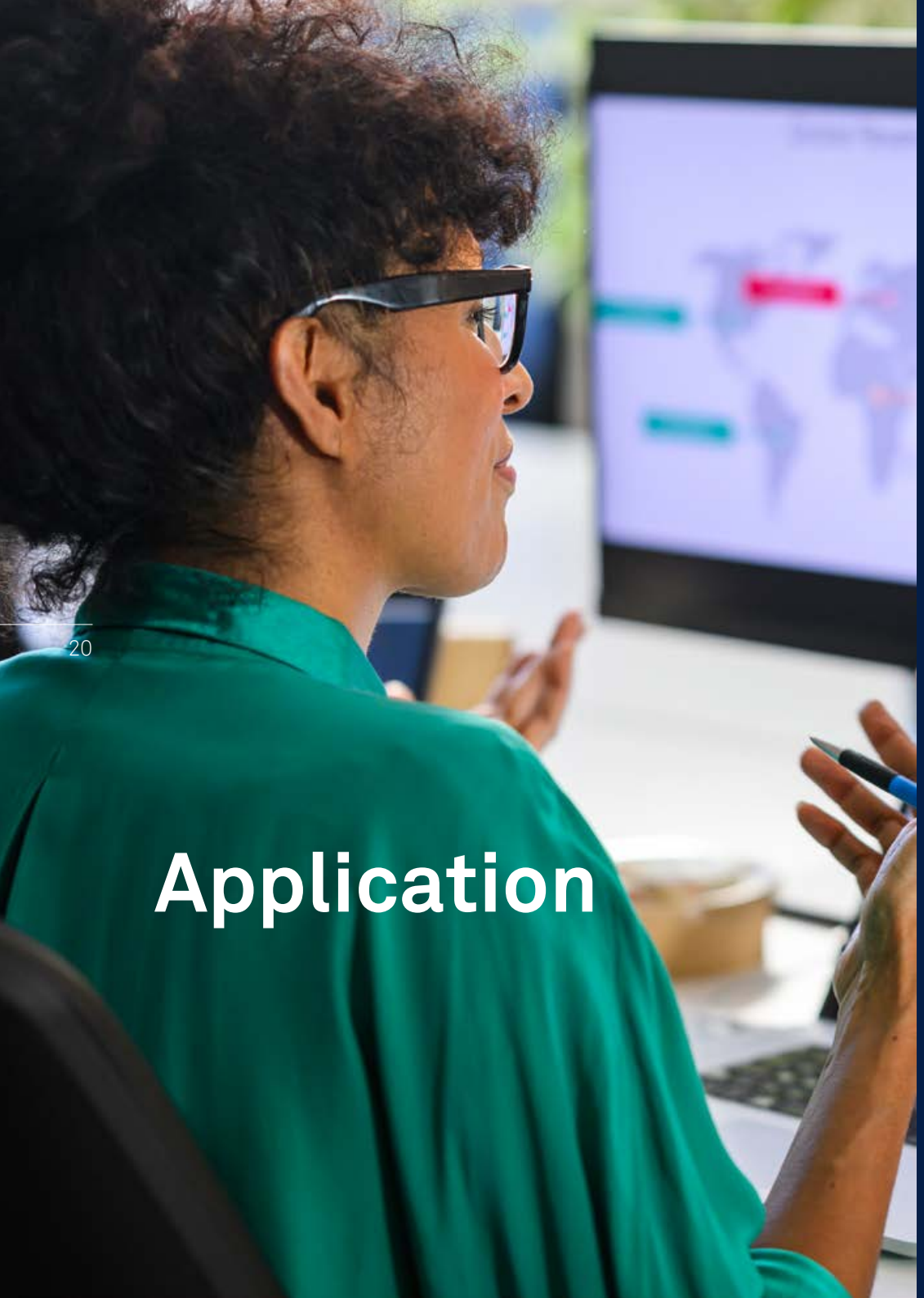


Partners may not use any Intellectual Property of SKion Water Group and may not transfer any SKion Water Group assets to other people or firms, except for duly authorized purposes. Proprietary or confidential information includes any information (i.e, new product information, manufacturing methods, customer and supplier lists) which is not generally known to the public and which is useful or helpful to SKion Water Group or which would be useful or helpful to competitors.

Innovation and Intellectual Property

In addition, if Partners become aware of a breach or unauthorized disclosure of SKion Water Group proprietary or confidential information, including personal information of SKion Water Group employees, they must immediately contact SKion Water.

See page 21 for reporting procedure



Application

We trust that every Partner adheres to the principles described in this Code and acts appropriately in all interactions.

We expect that our Partners establish or are implementing a due diligence process with appropriate measures to ensure that its suppliers and subcontractors, in turn, also comply with the standards and rules set out in this document.

On an ad hoc basis, SKion Water Group requires collaboration with Partners with the target of achieving traceability and maximum transparency in relevant high-risk supply chains. Upon request, the Partner shall fully and truthfully answer questions from SKion Water Group about compliance with its obligations under this Code.

Report Violations

All Partners should report any violation or suspected violation of this Code to their Company contact person as soon as they become aware of it. The Company will maintain the confidentiality of such disclosures to the extent appropriate and consistent with the best interests of the Company and its obligations under the law.

Please see our website for the latest information regarding our official complaints procedure at

→ **www.skionwater.com/complaints**

Termination

SKion Water Group may terminate all contracts, agreements and undertakings with a Partner without notice effective immediately if the Partner violates or commits a breach of any commitment under this Code or if any information provided by the Partners, to SKion Water Group is found to be incorrect, incomplete or false in any material aspect, e.g. in a questionnaire.

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