
BUSINESS PARTNER CODE OF CONDUCT

EFFECTIVE AS OF JULY 22, 2024

VBCA400041 REV. A | Legal & Compliance | JULY 22, 2024

PREAMBLE

Burckhardt Compression is committed to conduct its business in an ethical, legal and environmentally and socially responsible manner. We expect similar conduct from every Business Partner with whom Burckhardt Compression has a commercial relationship.

This Business Partner Code of Conduct ("the Business Partner Code") describes the most important principles and rules when conducting business with Burckhardt Compression.

This Business Partner Code is globally binding for all Business Partners of any Burckhardt Compression entity.

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Erstellt / <i>Prepared</i>	29.07.2024	DENADIC_M	A		
Überprüft / <i>Reviewed</i>	29.07.2024	BILLARD_F			
Freigabe / <i>Approval DVS</i>	29.07.2024	COSTA_P			

1. COMPLIANCE WITH LAWS AND REGULATIONS

- 1.1. Business Partners shall fully comply with all applicable laws, regulations and industrial standards that are relevant for the Business Partner's business.

2. BUSINESS INTEGRITY

- 2.1. Business Partners shall conduct their business in accordance with the applicable anti-bribery and anti-corruption laws.
- 2.2. Business Partners commit to the principle of free competition and shall not engage in any unfair trade practices.
- 2.3. Business Partners shall protect and respect intellectual property rights and take appropriate steps to safeguard and maintain confidential information.
- 2.4. Business Partners shall avoid, and if unavoidable, disclose any conflict of interest in the business relationship with Burckhardt Compression.
- 2.5. Business Partners shall ensure a careful and compliant procurement of raw materials affected by embargoes or restrictions.

3. HUMAN AND LABOR RIGHTS

- 3.1. Business Partners respect the internationally recognized human rights.
- 3.2. Business Partners shall refrain from any kind of forced and child labor within their organization.
- 3.3. Business Partners shall provide their employees with a safe and healthy workplace and provide adequate working facilities to prevent workplace accidents and injuries.
- 3.4. Business partners shall protect in all business activities the health and safety of involved stakeholders, such as customers or the local community.
- 3.5. Business Partners shall prohibit any kind of discrimination in their organization.
- 3.6. Business Partners shall prohibit harsh or inhumane treatment.
- 3.7. Employees of Business Partners shall have the right to form and join unions of their choice.
- 3.8. Business Partners shall provide a decent and fair remuneration and reasonable working hours.

4. ENVIRONMENTAL PROTECTION

- 4.1. Business Partners shall apply a precautionary approach to protect and preserve the environment.
- 4.2. Business Partners shall minimize the use of hazardous substances and ensure safe handling.
- 4.3. Business Partners shall minimize their negative impacts on natural resources.
- 4.4. Business Partners shall minimize their waste, effluents and emissions.

5. IMPLEMENTATION AND REPORTING

- 5.1. Business Partners shall communicate the contents of this Code to all employees, representatives, suppliers and subcontractors involved in the cooperation with Burckhardt Compression.
- 5.2. Business Partners shall carry out due diligence in their business relationships and supply chain with respect to this Code.
- 5.3. Business Partners shall consult the co-applicable guidelines for the implementation of the Business Partner Code.
- 5.4. Business Partners shall maintain and, upon request, provide documentation to Burckhardt Compression to evidence compliance with the Business Partner Code.
- 5.5. The latest versions of the Business Partner Code and implementation guidelines are published on the website of Burckhardt Compression.
- 5.6. Burckhardt Compression reserves the right to conduct audits of its Business Partners and to terminate its business relationships with non-compliant Business Partner with immediate effect.

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- 5.7. Burckhardt Compression encourages third parties to report irregularities to the Business Partner Code via its global grievance channel <https://www.burckhardtcompression.com/speak-up>.

BUSINESS PARTNER CODE OF CONDUCT CONFIRMATION

Upon signature by a representative, the Business Partner confirms the reception and understanding of the Burckhardt Compression Business Partner Code of Conduct and agrees to comply with the requirements and principles set forth in this Code.

Company: _____

Address: _____

Signature 1

Signature 2 (optional)

Name: _____

Name: _____

Function: _____

Function: _____

Place: _____

Place: _____

Signature: _____

Signature: _____

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