

Code of Conduct for suppliers

H2 MOBILITY Deutschland GmbH & Co. KG

PREAMBLE

H2 MOBILITY is a leader in the promotion of sustainable hydrogen mobility and is committed to the highest standards of social responsibility, environmental protection and ethical business practices. Our goal is to continuously develop the sustainability of our supply chain. Our suppliers play a central role in this. With this Code of Conduct, we are setting clear guidelines to promote trusting cooperation based on shared values. We expect our partners to follow these principles and actively contribute to the development of a sustainable future, including sharing the Code of Conduct with subcontractors.

SCOPE OF APPLICATION

This Code of Conduct applies to all suppliers, subcontractors and partners of H2 MOBILITY. It represents the minimum requirements for ethical behavior, social responsibility and environmental protection.

COMPLIANCE WITH LAWS AND ETHICAL STANDARDS

We expect our suppliers to follow all laws applicable to their business. They support the principles of the UN Global Compact, the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, Guidelines on Children's Rights and Business Conduct, the OECD Guidelines for Multinational Enterprises and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work in accordance with national laws and practices.

HUMAN RIGHTS AND FAIR LABOR CONDITIONS

H2 MOBILITY expects from its suppliers that they support and comply with internationally agreed human rights, do not participate in human rights violations and guarantee the protection of freedom of association and the right to collective negotiation. They should actively contribute to the elimination of all forms of forced and compulsory labor and the prevention of child labor. In addition, they are expected to counteract discrimination in employment and occupation and ensure that all employees can work in an environment that is free from any form of harassment.

HEALTH AND SAFETY AT THE WORKPLACE

All employees have the right to a safe and healthy working environment in which their personal integrity is not risked. H2 MOBILITY suppliers agree to enforce laws and regulations regarding the protection of the health and safety of their employees and H2 MOBILITY employees at their facilities.

ENVIRONMENTAL RESPONSIBILITY

H2 MOBILITY aims to contribute to a more sustainable world by treating the environment with respect and conserving natural resources. We therefore expect our suppliers to comply with applicable environmental regulations and to recognize and address their social and environmental risks.

Suppliers commit to minimizing the use of hazardous substances and handling them safely. They are required to document and continuously improve measures to reduce emissions, energy consumption, and waste generation. Suppliers contribute to the preservation of natural resources and biodiversity by structuring their activities and supply chains in a way that avoids or minimizes negative environmental impacts as much as possible.

BUSINESS INTEGRITY AND ETHICAL BUSINESS BEHAVIOR

H2 MOBILITY values integrity and ethical behavior. Suppliers are required to avoid potential conflicts of interest by excluding situations where personal or financial interests could conflict with the interests of H2 MOBILITY. Critical relationships such as kinship, partnerships or investments in competitors must be avoided and potential conflicts must be disclosed immediately.

Corruption in any form must be prevented. Suppliers must ensure that national and international anti-corruption laws are complied with. Improper payments, gifts or benefits aimed at influencing actions or gaining business advantages are prohibited. This also includes so-called facilitation payments.

Suppliers shall comply with all national and international competition and antitrust laws. In addition, measures must be taken to prevent money laundering and the financing of terrorism. All business transactions must be documented and verifiable. Compliance with national and international standards in the areas of accounting, banking and combating illegal activities is mandatory.

Suppliers must comply with applicable international trade regulations, including export controls, embargoes and sanctions, as well as national and international competition and antitrust laws.

DATA PROTECTION, INFORMATION SECURITY AND DISCLOSURE OF INFORMATION

Suppliers shall ensure compliance with the applicable laws and regulations on data protection, including the protection of personal data, e.g. the General Data Protection Regulation (GDPR). This applies in particular with regard to personal data of customers and employees. The Suppliers shall comply with all such requirements when collecting, recording, storing (including hosting), processing, transferring, using or deleting personal data.

The Suppliers shall protect confidential information and use it only in an appropriate manner. This means that the Suppliers comply with all contractual requirements for data protection and information security and do not disclose any information that is not publicly known.

The protection of intellectual property is of business importance to us. Intellectual property rights must be respected. Infringements of patent rights, trademark rights, copyrights and trade secrets are forbidden.

TRANSPARENCY AND COMMUNICATION

Suppliers must ensure that mechanisms are in place to enable employees and stakeholders to report concerns or violations anonymously and without fear of reprisals.

H2 MOBILITY provides an internal reporting platform for this purpose in accordance with the Whistleblower Protection Act.

COMPLIANCE WITH THE CODE OF CONDUCT FOR SUPPLIERS

The terms of this Supplier Code of Conduct reflect the values and commitments that H2 MOBILITY has towards its customers, the community and the protection of the environment. Any breach of these terms must therefore be remedied. H2 MOBILITY reserves the right to verify compliance with the requirements of this Code through audits or inspections. Suppliers agree to provide access to relevant documents, sites and information upon request, while respecting confidentiality and operational procedures. If a breach is identified, the supplier is expected to take immediate and appropriate action to remedy the non-compliance and report on progress. Should a supplier fail to comply with the terms of this Code of Conduct, in particular the anti-corruption obligations, H2 MOBILITY reserves the right to end the business relationship with the supplier at its own discretion.

If you wish to report a violation of the terms of this Supplier Code of Conduct, we encourage you to send an email to contact@h2-mobility.de.