

# Code of Conduct

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*Protect your values.*

## Presentation of the svt Group – Portrait

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The svt Group is a global group of companies specialising in passive structural fire protection and damage repairs. Companies in the Group provide services such as the repair of water and fire damage as well as the installation of fire protection systems. In addition, svt distributes a wide range of products for passive structural fire protection. These products are developed by us and manufactured at our own production facilities.

Areas of application include buildings, power plants, industrial applications, the automotive industry as well as ships, aircraft and offshore facilities. The Group has expanded rapidly in the last few years. The svt Group possesses numerous permits and certifications (e.g. abZ (general building inspectorate approval), ETA, UL, ISO certifications, etc.) which qualify our products and services as high-quality solutions for the customer. Moreover, we document our services in projects in accordance with our customers' wishes – both online and offline.

Besides the product area of damage repair and fire protection services, the svt Group also opened a division for fire protection on an organisational and planning level in 2020.

This Code of Conduct defines the conditions which svt imposes on working with its business partners.

## Preamble

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svt is aware of its responsibility towards its customers, suppliers, its own employees as well as the environment and society. The Code of Conduct defines the standards for business integrity, working conditions and social criteria, fair competition, general business principles and management systems. svt respects these standards, and at the same time, we expect our suppliers, subcontractors and business partners also to observe them.

We expect the business partners we work with to introduce suitable processes to monitor the observance of current legislation in their company and to improve such processes on a continuous, sustainable basis. We expect the same of ourselves as partners to our customers, suppliers and subcontractors.

## **1. Working conditions and treatment of employees**

The observance of national laws with respect to occupational health and safety is indispensable for any collaboration. All forms of exploitation of employees and forced labour must be prohibited. A system for monitoring the observance of relevant laws and regulations must be set up and maintained. The right to organise in a trade union remains unaffected. All working conditions akin to slavery or harmful to health are forbidden. All forms of forced labour are prohibited.

## **2. Child labour**

All business partners undertake to respect the UN rules on human rights and the rights of children, and in particular to observe the Conventions on the Minimum Age for Admission to Employment and Work (Convention 138 of the International Labour Organisation, 1973) as well as the Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (Convention 182 of the International Labour Organisation, 1999). All forms of the exploitation of children are prohibited. The rights of underage employees will be protected.

## **3. Respect for basic values**

All business partners must respect and implement adherence to internationally recognised human rights. Forced labour in any form must be prevented. Any form of discrimination is rejected, and instead equal treatment and equal opportunities must be promoted. No employee may be treated differently to others on the basis of their origin, religion, nationality, ethnicity, gender, age, disability or sexual identity.

## **4. Occupational health and safety**

All business partners (e.g. suppliers, subcontractors) undertake to promote the protection of health at the workplace as well as occupational health and safety.

## **5. Free and fair competition**

Free and fair competition requires all market participants to observe current legislation and regulations to control competition.

## **6. Bribery and corruption**

It is expected that no form of corruption will be tolerated and that the rules contained in the conventions of the United Nations (UN) and the Organisation for Economic Cooperation and Development (OECD) for combating corruption will be respected. Above all, it must be ensured that employees, suppliers and subcontractors do not offer, promise or grant business partners any incentives in order to obtain an order or any other preferential treatment.

## **7. Data protection**

All parties engaged in a business relationship with svt undertake to observe data protection regulations such as the Federal Data Protection Act and the EU General Data Protection Regulation. Personal data may only be collected, processed and used if this is required for a lawful purpose. The rights of data subjects to access, rectification, revocation, blocking and erasure of data must be maintained in all circumstances.

## **8. Management systems**

Suitable management processes such as an appropriate environmental management system, a system for occupational health and safety and a quality management system complying with ISO 9001 must be introduced, reviewed and constantly improved to ensure that the above-mentioned principles are adhered to.