

# Supplier Code of Conduct



Dear Supplier,

Plastic Constructies R. Teblick ('Teblick') is a family business that has distinguished itself for decades in its commitment to quality and sustainability in the installations it delivers to customers. While sustainability used to mean the longevity of our products, we now embrace sustainability in the broadest sense. We operate ethically, legally, and socially responsible. Practically, we maintain high standards for safety and health, quality, and the environment. We hold a VCA\*\* certificate and are certified to ISO standards 9001 and 14001.

This Code of Conduct aims to clarify our expectations of suppliers (including subcontractors, service providers, etc.) and to create a common framework for collaboration on sustainability and social responsibility. The emphasis is on jointly striving for a positive impact on the environment, people, and society.

We emphasize the importance of integrity and have zero tolerance for unethical business conduct, such as bribery and corruption. We expect the same from our suppliers.

This Code of Conduct is part of the contractual terms. If the contract imposes stricter conditions, the terms of the contract must be respected. If relevant (local or international) laws and regulations are more stringent, they take precedence over the Code of Conduct.

Suppliers are expected to monitor their own supply chain for compliance with the principles laid down in this Code of Conduct and to communicate this Code of Conduct to their employees. The supplier is also responsible for ensuring that affiliated suppliers and subcontractors adhere to this Code of Conduct.

By agreeing to work for or with Teblick, suppliers commit to adhering to this Code of Conduct. Teblick reserves the right to monitor a supplier's adherence to the Code of Conduct. In the event of non-compliance, we may request corrective measures as part of a recovery plan, or Teblick may terminate the business relationship.

We are committed to conducting business ethically and responsibly. We count on your collaboration.

Sincerely,  
Tom Teblick

CEO

A handwritten signature in blue ink, appearing to read "Teblick", is written over a horizontal line.

## Safety and Health

The supplier:

- Complies at least with all applicable health and safety laws and regulations.
- Provides employees with a healthy and safe workplace.
- Employs a dynamic risk management system; takes appropriate measures to identify and mitigate risks to workers.
- Ensures adequate training for workers on safety and occupational hazards.
- Adheres to Teblick's safety rules on the way to and in Teblick's buildings and on construction sites.

## Environment and Climate

The supplier:

- Complies at least with all applicable environmental laws and regulations.
- Strives to minimize the impact of its activities on the environment and surroundings.
  - o Makes efficient use of natural resources.
  - o Minimizes waste and emissions to air, land, and water, and ensures proper treatment and disposal.
  - o Prioritizes sustainable and environmentally friendly technologies in production and services.
- Complies with applicable local and international regulations regarding hazardous substances (e.g., REACH).
- Has the habit of continuously reviewing and improving its environmental practices.

## Human Rights and Labor

The supplier:

- Supports and respects the protection of human rights within its sphere of influence – in accordance with the Universal Declaration of Human Rights (UDHR).
- Ensures that all employees are employed voluntarily, ensures that there is no involuntary labor of any kind, and prohibits all forms of modern slavery.
- Implements a recruitment policy to verify the age of employees. The use of child labor is explicitly prohibited.
- Refrains from discrimination based on gender, sexual orientation, ethnicity, disability, religion, political affiliation, etc., in both recruitment and employment, and strives to create a workplace where everyone feels welcome and valued.
- Respects freedom of association and the effective recognition of the right to collective bargaining for employees.
- Ensures fair wages and benefits for employees and complies with local wage regulations and/or collective bargaining agreements.
- Ensures that working hours, including overtime, do not exceed legal limits.

## Ethical Conduct

The supplier:

- Conducts business in accordance with ethical standards and fair trade practices.
- Complies with applicable local and international regulations and trade guidelines (e.g., regarding conflict minerals, trade sanctions, etc.).
- Complies with antitrust and other competition laws.
- Does not engage in any form of bribery, corruption, extortion, money laundering, or other unethical practices.
- Complies with applicable laws and regulations regarding bribery, corruption, money laundering, and other forms of fraud.
- Prevents conflicts of interest by, among other things, not providing financial or other support to political parties.
- Protects confidential information provided by Teblick and its business partners and respects the intellectual property of others.

## Data and Privacy

The suppliers who collect and process personal data:

- Ensure compliance with the GDPR and all other applicable EU directives regarding data protection.
- Collect only the necessary information required to perform their duties.
- Store data no longer than necessary and legally permitted. Furthermore, they ensure that it is subsequently destroyed securely.

## Use of Teblick Assets, Property, and Equipment

The supplier:

- Protects the Teblick resources entrusted to them from theft, misuse, damage, or loss.
- Uses the Teblick resources entrusted to them only for business purposes.
- Respects intellectual property rights, including those of Teblick.

## Reporting Point

If the supplier has ethical or legal compliance issues, or if the supplier witnesses a violation of this Supplier Code of Conduct, please report your concern to the following email address: [sustainability@teblick.eu](mailto:sustainability@teblick.eu).

## COMPANY

Company name

Address

Phone

E-mail

The undersigned, *(name and position)*

Representative of the company *(company name)*

Hereby returns this completed and signed Supplier Code of Conduct and declares to have received it in good order and will inform all employees who provide work/services at/to Teblick of the content of these regulations and provide them with the appropriate instructions.

The undersigned also confirms that Teblick's Supplier Code of Conduct has been clearly understood and will be followed unconditionally.

In the event of non-compliance with this Code of Conduct, including failure to remedy a violation after a verbal warning, and/or in the event of serious violations, Teblick reserves the right to issue a written warning. If this is not done in a timely and appropriate manner, Teblick may take appropriate measures, including imposing sanctions (such as fines) and/or excluding the person or company involved from the project or site. Such exclusion may occur based on a violation of Teblick's ESG principles (safety and health, environment and climate, ethical conduct, human rights and working conditions, data protection and privacy) and/or in the event of a violation of the proper use of Teblick's assets, property, and equipment. This measure does not give rise to any form of financial compensation from Teblick to the supplier, subcontractor, or contractor involved.

Date

For approval,

*Name, position, signature, stamp*

*If not returned within 14 days, the supplier automatically agrees to the regulations.*