

Supplier Compliance Code

Gender note: This document uses gender-neutral language to improve readability. All terms used refer to all genders.

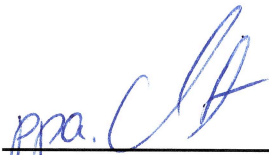
The internationally active Viega Group is an innovative, tradition-conscious and value-oriented family company with a product portfolio of outstanding quality. Viega is committed to acting responsibly, with integrity, lawfully and sustainably worldwide. We treat our employees and business partners fairly and expect our business partners to act in the same way.

Viega GmbH & Co. KG (referred to in this document as Viega) wants to live up to its responsibility towards society, its employees and shareholders, and its customers and business partners. With this in mind, it is committed to upholding clear principles as a framework for its entrepreneurial and business activities.

For Viega, achieving economic success and upholding moral values are not mutually exclusive: they are both essential to maintaining a sustainable, positive approach to business.

This Compliance Code describes fundamental social and ecological principles and values, which Viega also requires its business partners to observe. The cornerstones of this code of conduct are relevant national laws and legal regulations as well as international conventions.

We declare it our aim to implement these principles and values together with our business partners. We expect our business partners to act in accordance with our principles.

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

Markus Eickholt
Vice President Procurement

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

Dr Simon Weihofen
Human Rights Officer

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1 Acting responsibly

For business partners, acting responsibly includes exercising care when selecting and commissioning third parties such as suppliers. Third parties who maintain business relationships with business partners are also required to act in accordance with Viega's principles of action, and with laws, regulations and conventions.

For business partners, responsibility also means cultivating trust-based cooperation with authorities. Business partners are obliged to comply with the law. It is therefore in the interest of business partners and of each individual to prevent violations of the law through this trust-based cooperation with authorities and to punish violations where necessary.

2 Acting in accordance with laws and conventions

Our business partners strictly comply with applicable laws and other regulations in Germany and abroad. They are aware that legal and social norms change over time, so they continuously review their conduct and adapt it in line with requirements. Furthermore, our business partners comply with all international economic sanctions (including embargoes) and all sanctions imposed by the European Union.

2.1 Integrity in business transactions

The principles of fair dealings with each other are essential to conducting business successfully. Viega expects its business partners to reject and discourage any form of corruption. Business partners must ensure that personal interests and relationships do not affect business activities.

It is in Viega's interest to work only with business partners who reject any kind of bribery or dishonest advantage, whether direct or indirect, in the private sector or in the government sector, and who raise their employees' and business partners' awareness of these issues.

2.2 Compliance with foreign trade law

Viega's business partners are obliged to comply with national and international trade law. Linked to this is compliance with import and export prohibitions, customs and tax law, obtaining the necessary permits, and observing other foreign trade regulations and – importantly – regulations for preventing money laundering. Our business partners take measures within their sphere of influence to prevent money laundering.

2.3 Data protection and IT compliance

Our business partners are obligated to comply with all laws, guidelines and regulations concerning data protection.

2.4 Competition

Viega expects its business partners to commit themselves unreservedly to lawful conduct. Fair competition also includes protecting intellectual property and respecting the trade secrets of third parties. Our business partners do not enter into any agreements that violate competition and antitrust laws.

3 Social responsibility

3.1 Occupational health and safety

Our business partners ensure that they comply with the applicable national and international regulations for occupational health and safety. They also constantly strive to improve and refine working conditions. In addition, our business partners ensure in particular that

- their employees are instructed in general safety regulations, emergency measures and safe machine operation in particular
- a safe working environment is created and measures are otherwise taken to contain workplace hazards
- necessary protective equipment is provided and its use is explained

3.2 Child labour

Our business partners respect, protect and promote the applicable regulations for the protection of human rights and children's rights. They condemn child labour and reject any form of forced labour or work under unfair or unsafe conditions. They observe the minimum age for the employment of children and prohibit any activities that endanger their health and safety.

3.3 Discrimination

Our business partners undertake to prohibit any form of discrimination and to take resolute action against it. In particular, they ensure that there is no discrimination within their sphere of influence on the basis of skin colour, gender, age, nationality, political or religious persuasion, social or ethnic origin, disability, or sexual orientation.

3.4 Remuneration

Our business partners offer employees at all levels appropriate remuneration that covers their living expenses. The remuneration must at least meet the statutory minimum wage at the place of employment and reflect the level that is customary in the industry.

3.5 Freedom of association

Our business partners respect their employees' right to freedom of association and all national and international laws that apply to any given place of employment, such as the right to strike or the right to collective bargaining. Employees must not be intimidated, harassed or subject to reprisals if they exercise any of these rights.

3.6 Security forces

Our business partners do not engage private or public security forces to protect the company if the use of these would violate applicable laws relating to human rights, civil liberties or labour.

3.7 Working hours

Employees' working hours must comply with all applicable national or international laws or, where legal regulations are lacking, equivalent industry standards. Our business partners ensure that overtime is compensated in compliance with national laws and regulations.

3.8 Eviction

Our business partners reject any form of unlawful eviction and expropriation for the purposes of acquiring, building on or otherwise using of land, forests and bodies of water.

3.9 Other human rights

Our business partners comply with all other national human rights applicable at the place of employment as well as any internationally applicable human rights.

4 Ecological responsibility

4.1 Environmental and climate protection

Our business partners are committed to contributing to environmental and climate protection and to taking a precautionary approach to their environmental and climate impacts in all business activities. In doing so, they comply with all applicable national and international environmental laws and regulations, and hold all necessary permits and/or licenses.

4.2 Resource and energy consumption

Our business partners ensure energy-efficient and environmentally friendly use of resources.

4.3 Environmentally friendly production

Our business partners ensure safe and environmentally compatible development, production, transport and disposal for all their products. In doing so, they avoid or reduce all negative impacts on biodiversity, climate and water quality as far as possible.

4.4 Waste and wastewater management

Our business partners ensure that all waste and wastewater is disposed of or fed into the appropriate system in a safe and environmentally sound manner in accordance with applicable regulations.

4.5 Chemicals

Our business partners do not supply Viega with products containing chemicals as defined in Article 3, paragraph 1, letter a, and Annex A of the Stockholm Convention on Persistent Organic Pollutants of 23 May 2001.

4.6 Mercury

Our business partners ensure that either products they supply to Viega have not been manufactured with mercury or mercury compounds, or that mercury waste has been properly treated.

4.7 Reach regulation and RoHS guidelines

Our business partners are aware of the REACH Regulation for the Registration, Evaluation, Authorisation and Restriction of Chemicals and the RoHS Directive on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment, and ensure compliance with them.

5 Product quality and product safety

We expect our business partners to maintain a high level of quality awareness and perform consistent product quality control. Our business partners are committed to providing regular training for the employees entrusted with product development in order to ensure product safety at all times.

6 Risk management

Our business partners identify human rights-related and environmental risks in their supply chains and initiate appropriate measures immediately where necessary.

7 Reporting violations

Information about weaknesses or other circumstances that are leading or could lead to legal violations can be submitted anonymously, in particular via our electronic whistleblower system (www.viega.de/hinweisgeberportal). Information will be treated confidentially while it is being examined and processed. If the identity of the whistleblower is known, it will also be treated confidentially. Information confidentiality may be removed and the identity of the whistleblower disclosed if the whistleblower expressly consents to disclosure, a law permits disclosure or a law, court or official decision requires disclosure. Viega assures whistleblowers that no steps will be taken to identify whistleblowers who choose to make an anonymous report, except in cases where the system is misused. Defamation of any kind will not be tolerated.

8 Implementation of the Supplier Compliance Code

Our business partners are obliged to inform Viega's Compliance Department immediately in the event of a violation or suspected violation of this Code (either by sending an e-mail to compliance@viega.de or providing information anonymously at www.viega.de/hinweisgeberportal). If cooperation with a business partner results in the values and principles listed in this Code being violated or unrefuted suspicions that they are being violated, or if requirements are not complied with, Viega reserves the right to take appropriate measures up to and including suspension or termination of the business relationship.

9 Consent

Our business partners undertake to comply responsibly with specified standards and regulations. Our business partners are also obligated to communicate the Code clearly to internal and external employees as well as other contracted companies, and they assure Viega that all necessary measures for compliance with the Code will be duly implemented and encouraged. If a business partner does not consent to the Code, it must issue an active rejection to Viega.