

Supplier Code of Conduct (SCC)



This Supplier Code of Conduct sets out the requirements for carrying out business with Moovimenta*. The supplier code of conduct adheres to Moovimenta's own Code of Conduct and ESG Policy, which is available to all our partners on request.

I. Guiding principles & expectations in supplier relations

Moovimenta strives to develop long-term partnerships with its suppliers, based on mutual respect and trust. To deliver such commitments, we conduct our procurement activities by the following guiding principles:

- **Compliance:** Commitment to adhere to all applicable laws and regulations.
- **Transparency and fair treatment:** Clear communication, documentation, adherence to timelines, and equal opportunities for all suppliers.
- **Ethical and sustainable practices:** Commitment and promotion of ethical and sustainable practices in the procurement process
- **Timely payment:** Assurance of on-time payments with the agreed payment terms and conditions.

In return, we expect our suppliers to demonstrate:

- **Compliance:**
 - ✓ Adherence to all applicable laws and regulations, and Moovimenta Supplier Code of Conduct.
 - ✓ Maintain organized records and respond to compliance requests.
- **Quality standard:** Meeting agreed-upon quality standards, and proactive cooperation in addressing quality issues.
- **ESG standard:**
 - ✓ Develop policies, set targets, and make commitments to reduce environmental and social impacts.
 - ✓ Track and report environmental and social metrics.

II. Monitoring, Deviation and Consequences

As part of our compliance verification process, we reserve the right to audit and inspect our suppliers' operations and facilities, with or without the assistance of third parties, upon reasonable notice.

In case of misconduct and non-compliance, we reserve the right to address any identified or reported deviation from the Supplier Code of Conduct. Detected deviations prompt corrective actions, including supplier rectification and facility audits. Failure to comply may lead to suspension or termination of activities, with no liability claimed.

We welcome concerns about code adherence through the following [\[Link\]](#).

III. Principles of the Supplier code of conduct

We hereby define the main principles of all business activities as Moovimenta suppliers, sub-suppliers, and service providers underly to. The following principles are compliant with the 10 principles of the United Nations Global Compact.

Human rights

- Support and respect the protection of internationally proclaimed human rights.
- Prohibit all kinds of human rights abuses.

Fair labor

- Do not tolerate child labor or forced or compulsory labor at any stage of your activities.
- Refrain from any employment discrimination including but not limited to gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation, or sexual orientation.
- Respect the rights of employees to freely associate and to collective bargaining.
- Compensate employees fairly following local wage regulations and guaranteeing decent living conditions with regard to the local living standard and labor market.
- Ensure that working hours, including overtime, do not exceed applicable legal requirements.

Health, safety, and environment

- Establish appropriate organizational structures and procedures for the effective management of health, safety, and environmental protection based on the applicable laws.
- Ensure that all workers are sufficiently aware of any health, safety, and environmental aspects related to their activities and that they are trained accordingly.
- Undertake initiatives to promote greater environmental responsibility and encourage the development and diffusion of environmentally friendly technologies.

Business conduct and ethics

- Refrain from any forms of corruption, extortion, and bribery, and ensure that payments, gifts, or other commitments to customers, employees, government officials, and any other party comply with applicable anti-bribery laws.
- Adhere to anti-trust and other competition laws.
- Respect the intellectual property rights of Moovimenta and third parties.
- Do not disclose confidential information of others in violation of legal or contractual obligations.
- Comply with existing and upcoming international and national trade regulations.
- Ensure that contracts are awarded based only on business-relevant factors.
- Prevent and avoid any situation that may create a conflict of interest and disclose to Moovimenta any conflict between the personal interest of one employee and the interests of Moovimenta.

Conflict minerals and metals

- Disclose the use and sourcing of any conflict minerals or/and metals in products supplied to Moovimenta according to OECD guidelines.

Secure Business

- Implement reasonable measures to mitigate the exposure of Moovimenta to security threats including but not limited to terrorism, crime (including cyber-crimes), pandemics, and natural disasters.
- When visiting or working at Moovimenta or our partners' locations, you must follow the security procedures. This applies to Moovimenta suppliers and their subcontractors. Please note that all subcontract work within our facilities requires prior approval.

*Moovimenta refers to the Moovimenta Group and its four divisions Habasit, NGI, TRAPO, and Rossi, who operate independently under their own brand names. Therefore, this supplier code of conduct applies to all suppliers doing business with any division of the Moovimenta Group and all their respective legal entities.