



**evoqua**

WATER TECHNOLOGIES

SUPPLIER CODE OF CONDUCT

## Legal Compliance

- Obey the laws and regulations of the relevant legal systems in addition to applicable Evoqua policies; violations of the law must be avoided under all circumstances.

## Prohibition of Bribery and Corruption

- Do not directly or indirectly offer, promise, grant or authorize the giving of money or anything else of value to a government official or any private commercial entity or person to influence official action or to obtain an improper advantage.
- Do not give money or anything of value indirectly (for example, to a consultant, agent, intermediary, or other third party) if the circumstances indicate that all or part of what is given may be directly or indirectly passed on to either: (i) a government official to influence official action or obtain an improper advantage or (ii) a private commercial counterparty in consideration for an unfair advantage in a business transaction.

## Conflicts of Interest

- Avoid conflicts of interest in all work with Evoqua and ensure that all sub-contractors avoid such situations. A conflict of interest may arise when a Supplier has a competing professional or personal interest in the course of carrying out Evoqua business. Any and all conflicts must be disclosed to the Company at the time of contracting or when the conflict arises.

## Privacy

- Commit to protecting the reasonable privacy expectations of personal information of all parties, including suppliers, customers, consumers and employees. Suppliers are to comply with regional and international privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

## Fair Competition and Anti-Trust Laws

- Do not communicate to Evoqua competitors about Evoqua prices, output, capacities, sales, bids, profits, profit margins, costs, methods of distribution or any other parameter that determines or influences the Company's competitive behavior with the aim to solicit parallel behavior from the competitor.
- Do not enter into an agreement with an Evoqua competitor not to compete, to restrict dealings with suppliers, to submit bogus offers for bidding or to divide up customers, markets, territories or production programs, or have any influence on the resale prices charged by our purchasers or attempt to make them restrict the export or import of goods supplied by Evoqua.
- Do not obtain competitive intelligence by using industrial espionage, bribery, theft or electronic eavesdropping, or communicating knowingly false information about a competitor or its products or services.

## Intellectual Property

- Protect and respect all intellectual property belonging to Evoqua which shall include but not be limited to all of Evoqua's patents, trademarks, copyrights, trade secrets, know-how and other confidential or proprietary information. Suppliers have no right to use any intellectual property or other proprietary information belonging to Evoqua without prior written authorization from the Company.

## Responsible Sourcing of Minerals

- Participants shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, and gold in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

### Human Rights of Employees

- Promote equal opportunities for and treatment of its employees irrespective of race, nationality, social background, disabilities, sexual orientation, gender identity, political or religious conviction, sex or age.
- Respect the personal dignity, privacy and rights of each individual.
- Refuse to make anyone work against his or her will.
- Refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination.
- Prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.
- Provide fair remuneration and guarantee the applicable national statutory minimum living wage.
- Comply with the maximum number of working hours laid down in the applicable laws in the areas within which they are operating.

### Child Labor and Human Trafficking

- Ensure that compulsory labor – including child labor, forced labor, slavery and human trafficking – is not used in the performance of work. The term “child” refers to any person under the minimum legal age for employment where the work is performed.
- Do not employ workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, employ workers under the age of 14.

### Protection of Identity and Non-Retaliation

- Maintain programs that ensure the confidentiality, anonymity and protection of whistleblowers, unless prohibited by law. Suppliers should have a communicated process for their personnel to raise concerns without fear of retaliation.

### Employees

- Take responsibility for the health and safety of employees.
- Control hazards and take precautionary measures against accidents and occupational hazards.
- Provide training to employees on relevant health and safety issues.

### Environment

- Take reasonable steps to minimize environmental waste and impact in all business activities, including reduction of materials waste, emissions, and water withdrawal.
- Obtain, maintain and follow all required environmental permits, approvals and registrations.
- Chemicals and other materials posing a hazard to humans or the environment are to be identified, labelled and managed to ensure safe handling, movement, storage, use, recycling or reuse and disposal.
- Adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

## REPORTING CONCERNS OR MISCONDUCT

### Contact

- Your Evoqua Sales Representative
- Evoqua Global [Compliance Helpline](#)
  - Anonymous reporting available
- [compliance@evoqua.com](mailto:compliance@evoqua.com)

# Evoqua's Supplier Code of Conduct

## DECLARATION

By signing this document, I hereby declare that:

- I have read, understood and acknowledged Evoqua's Supplier Code of Conduct.
- The supplier will adhere to the standards of the Supplier Code of Conduct and report violations of same.
- This Code has been distributed to and reviewed by any/all individuals working with or on Evoqua's behalf.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Title: \_\_\_\_\_

Company: \_\_\_\_\_

Date: \_\_\_\_\_