

BeauTech Power Systems

- Supplier Code of Conduct -

A responsible and lawful conduct is a material component of the corporate culture of BeauTech Power Systems, LLC and its subsidiaries (“BeauTech”) and the foundation on which BeauTech bases its daily work. Therefore, the Management Board of BeauTech has adopted a Code of Conduct as the cornerstone of a set of principles and values for the entire BeauTech Group.

Besides, BeauTech counts on its suppliers to do likewise in carrying out their work. The following Supplier Code of Conduct details and defines the requirements for a fruitful and compliant cooperation and which is expected to be considered by all of BeauTech’s suppliers. Hence, this Supplier Code of Conduct sets the framework and basis for any contractual cooperation between BeauTech and its suppliers.

BeauTech pursues a no-tolerance policy which is why violations of this Supplier Code of Conduct will not be tolerated and will result in immediate actions such as the termination and breakdown of contractual relationships.

It is the obligation of each supplier to inform all its employees, agents, directors, subcontractors, and affiliates about the rules and regulations of this Supplier Code of Conducts as follows:

1. Comply with all applicable laws and regulations.

BeauTech’s business principle is to comply with all applicable laws and regulations. In turn, each supplier of BeauTech is expected to also act in accordance with all laws, rules, and regulations applicable to its respective business.

2. Combat corruption and respect foreign trade requirements.

Each supplier shall act in a responsible manner and fight against all forms of bribery, corruption, or money laundering. Suppliers must comply, inter alia, with the U.S. Foreign Corrupt Practices Act and other applicable anti-corruption laws. Furthermore, BeauTech’s principles include strict adherence to national and international embargoes on materials, countries and/or individuals. Consequently, BeauTech expects all its suppliers to also respect all applicable embargos and/or export control laws.

3. Act in accordance with human rights, labor standards and social standards.

BeauTech expects its suppliers to respect and uphold the dignity of its employees. Therefore, each supplier must ensure that it acts in accordance with human rights and recognized international labor and social standards. Furthermore, supplier shall prohibit any form of harassment or discrimination and ensure fair working conditions, free choice of occupation, equal pay, and the right to rest and take regular paid vacations.

4. Protect the environment.

BeauTech commits itself to deploy the necessary resources as efficiently as possible and therefore expects the same from all its suppliers. Each supplier shall use reasonable efforts to work towards the development and proliferation of environmentally friendly technologies and products and shall reduce waste and emissions wherever possible.

5. Ensure confidentiality and privacy protection.

BeauTech expects all its suppliers to safeguard all confidential information and to comply with all data protection laws and regulations which includes the implementation of high standards regarding the secure use, retention, and storage of data and transmit such data.

Dallas, September 2023