Code of Conduct for Suppliers

As part of our commitment to follow the principles contained in the Bilfinger Code of Conduct, we also expect our business partners to adhere to comparable standards in their behavior and also to promote them along their own supply chain. Our expectations are set out in this Supplier Declaration, which you hereby contractually agree to comply with.

Compliance with laws and observance of generally accepted standards

As a supplier to Bilfinger, we will:

- Comply with applicable laws and regulations, including relevant anti-corruption regulations.
- Act in accordance with generally accepted principles and standards regarding social and environmental responsibility and internationally recognized human rights, including existing laws to prevent modern slavery

Combating bribery and corruption

As a supplier to Bilfinger, we will:

- Not participate in any form of bribery or corruption and ensure that business decisions are not influenced by improper or illegal consideration, whether in the form of cash, gifts, travel or other items of value, including intangible benefits
- Do not give invitations, gifts or other items of value to Bilfinger employees with the intention of influencing them
- Inform Bilfinger of demands or pressure of any kind to offer bribes (any kind of advantage) directly or indirectly to public officials or other parties with the intention of exerting influence or gaining an unfair advantage

Business books and records

As a supplier to Bilfinger, we will:

- Maintain complete books of account and records that accurately document all business transactions and expenditures and are maintained in accordance with applicable laws and regulations

Conflicts of interest

As a supplier to Bilfinger, we will:

- Avoid situations in which our own interests conflict or could conflict with Bilfinger's business interests
- Inform Bilfinger immediately if we become aware of such a conflict of interest; this also applies if an employee of Bilfinger has a financial interest in our company or is related to our company in any other way

Protection of assets and information

As a supplier to Bilfinger, we will:

- Help protect Bilfinger's assets from theft, misappropriation or waste
- Take necessary measures to protect and keep confidential data and information of Bilfinger accessible to us

Antitrust law, economic and trade sanctions

As a supplier to Bilfinger, we will:

- Not engage in activities that could demonstrably be construed as anti-competitive, abusive or unfair and comply with applicable antitrust and competition laws and regulations.
- Comply with laws and regulations governing the export and import of goods, products, and services, including those related to economic and trade sanctions

Insider trading

As a supplier to Bilfinger, we will:

- Avoid insider trading by not buying or selling Bilfinger securities or other related financial instruments if and as long as we have (potential) inside information about Bilfinger that is not available to the investing public and that could influence an investor's decision to trade in these securities or financial instruments

Employee rights

As a supplier to Bilfinger, we will:

- Provide safe workplaces that meet international labor standards
- Ensure fair working conditions and refrain from any form of unethical or illegal working conditions (e.g., harassment or physical violence, any form of slavery, servitude, and forced or compulsory labor, including but not limited to child labor)
- Not discriminate against employees on the basis of origin, gender, sexual orientation, religion, ideology, disability or age
- Ensure the right to organize and bargain collectively and provide employees with written employment contracts in accordance with local legislation
- Ensure that wages, working hours, vacations and absences of employees and assigned external subcontractors are in accordance with applicable law and/or contracts
- Comply with all applicable data protection laws

Code of Conduct for Suppliers

Environmental and climate protection

As a supplier to Bilfinger, we will:

- Run our operations safely and minimize the environmental impact of our business activities
- Work in a resource-saving way and respect biodiversity
- Comply with applicable environmental laws and permits
- Identify direct and indirect GHG emissions and set ourselves targets for reduction
- Communicate GHG emissions determined as well as targets, if required

Supply chain due diligence and standards towards our own suppliers

As a supplier to Bilfinger, we will:

- Paying attention to those due diligence obligations that result from national and international laws on supply chains
- In particular, ensure compliance with human rights and fair working conditions along the supply chain
- Require our own suppliers and sub contractors to follow the principles set out in this supplier declaration
- Systematically incorporate this commitments into our business relationships with them and track this

Material Compliance and Conflict Minerals

As a supplier to Bilfinger, we will:

- Ensure that goods and materials supplied to Bilfinger have not been obtained in an illegal or unethical manner
- Confirm the implementation of appropriate due diligence measures for the responsible sourcing of minerals to ensure compliance with relevant regulations
- Inform Bilfinger in the case of production, purchase or trade of regulated conflict minerals (tantalum, tin, tungsten, gold or other minerals or their derivatives deemed to finance conflict) from conflict or high-risk areas, in particular from the Democratic Republic of Congo (DRC) or its neighbors and, upon Bilfinger's request, provide our due diligence measures and related results to preclude the possibility of Bilfinger being supplied with such minerals

Supplier Diversity

As a supplier to Bilfinger, we will:

- Respect local cultures and communities and strive to avoid and minimize negative impacts thereon
- Unconditionally and equally include suppliers owned by minorities or disadvantaged groups

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Bilfinger reserves the right to request further self-declarations and certifications or to implement other appropriate measures in accordance with contractual agreements if concerns arise. In cases of suspicion or if you yourself notice inappropriate actions on the part of Bilfinger employees, please report this to the confidential whistleblower system (Link: bkms-system.net).

In the event that Bilfinger is held legally liable for a violation of applicable legal provisions under the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz - LkSG) due to intentional or negligent misconduct of the Supplier, in particular due to non-compliance with the points listed above, Bilfinger shall pass on any fine imposed on it to the Supplier in the form of a claim for damages under this declaration.

With your signature, you confirm that you comply with the requirements of this Code of Conduct for Suppliers. If it is not possible for you to prove this by appropriate documents, you confirm your willingness to establish a documentation process on compliance with these requirements.

Signature of the Code of Conduct by the supplier:

Name of the supplier: _____

Address: _____

Name of signatory: _____

Function of the signatory: _____

_____ _____

Place, date Signature