

## **CODE OF CONDUCT (CoC) FOR SOCIAL RESPONSIBILITY**

### **Preamble**

We, Termoinženjering, are committed to our social responsibility as part of our business activities (generally called "Corporate Social Responsibility" in the international sense). This "Termoinženjering-Code of Conduct of Social Responsibility" (hereinafter referred to as "CoC") specifies what this means in particular in terms of working conditions, social and environmental compatibility, as well as transparency, trust in cooperation and dialogue. The content of the CoC is an expression of our shared values in Termoinženjering, as defined in our mission statement, and especially in our commitment to the social market economy.

The CoC is conceived as a voluntary commitment and supports us in responding to different framework conditions in the global market and in facing the challenges and social expectations arising from increasingly networked cooperation in value chains.

### **1. Basic understanding of socially responsible corporate governance**

This CoC is based on a common core understanding of socially responsible corporate governance. For Termoinženjering, this means that we take responsibility by reviewing the consequences of our business decisions and reactions in economic, technological, but also social and environmental terms and by establishing an appropriate balance of interests. We voluntarily contribute to the betterment and sustainable development of society in the locations where we operate within our capabilities and scope. We are guided by generally acceptable ethical values and principles, especially integrity and fairness and respect for human dignity.

### **2. Scope**

2.1 This CoC applies to all business units of our company.

2.2 We undertake to promote compliance with the content of this CoC both among our suppliers and further along the value chain within our capabilities and scope.

### **3. Pillars of socially responsible corporate governance**

We, Termoinženjering, actively work to ensure that the values and principles listed below are respected and adhered to in the long term.

#### **3.1. Compliance with the law**

We comply with the laws and other legal regulations of the countries in which we do business. In countries with a weak institutional framework, we carefully examine which good corporate practices from our country should be applied to support responsible corporate governance.

### **3.2. Integrity and organizational management**

3.2.1 We, Termoinženjering, base our actions on generally acceptable ethical values and principles, especially on integrity, fairness, respect for human dignity, openness and non-discrimination of religion, world view, gender and ethics.

3.2.2 We reject corruption and bribery in terms of the relevant UN Convention (United Nations Convention against Corruption of 2003, in force since 2005) and promote transparency, acting with integrity and responsible management and control in the company in an appropriate manner.

3.2.3 Termoinženjering follows clean and recognized business practices and loyal competitiveness. In competition, we focus on professional behavior and quality work.

### **3.3. Consumer interests**

Regarding consumer interests, we comply with consumer protection regulations and appropriate sales, marketing and information practices. Especially vulnerable groups (eg young people, people with severe disabilities) enjoy our special attention.

### **3.4. Communication**

We, Termoinženjering, communicate openly and in a dialogue-oriented manner about the requirements of this CoC and its implementation with our employees, customers, suppliers and other interested groups. All documents and records are carefully compiled, not tampered with or destroyed and properly stored. Company secrets and business information of partners are treated carefully and confidentially.

### **3.5. Human rights**

We are committed to the promotion of human rights and adhere to human rights in accordance with the UN Charter of Human Rights Universal Declaration of Human Rights, UN Resolution 217 A (111) of 1948), in particular the following:

#### **3.5.1. Privacy**

We encourage privacy protection.

#### **3.5.2. Health and safety**

Maintaining occupational health and safety, in particular ensuring a safe and healthy working environment to avoid accidents and injuries.

### **3.5.3. Harassment**

Protection of employees from corporal punishment and from physical, sexual, psychological or verbal harassment or abuse.

### **3.5.4. Freedom of thought**

Protection and granting of the right to freedom and expression of opinion.

## **3.6. Working conditions**

We, Termoinženjering, adhere to the following basic work standards of the ILO (International Labor Organization):

### **3.6.1. Child labor**

Prohibition of child labor, i.e. employment of persons under the age of 18, provided that domestic legal provisions do not set higher age limits and if no exceptions are allowed (ILO Convention No. 138 from 1973 and ILO Convention No. 182 from 1999).

### **3.6.2. Forced labor**

Prohibition of forced labor of any kind (ILO Convention No. 29 from 1930 and ILO Convention No. 105 from 1957).

### **3.6.3. Fee**

Labor standards with respect to remuneration, in particular with regard to the level of remuneration in accordance with applicable laws and regulations (ILO Convention No. 100 of 1951).

### **3.6.4. Worker rights**

Respecting the right of employees to freedom of association, freedom of assembly and collective bargaining, if this is legally allowed and possible in the specific country (ILO Convention No. 87 from 1948 and ILO Convention No. 98 from 1949).

### **3.6.5. Prohibition of discrimination**

Non-discriminatory treatment of all employees (ILO Convention No. 111 of 1958)

## **3.7. Work hour**

We adhere to the Labor Law and labor standards regarding the maximum allowed working hours.

## **3.8. Environmental Protection**

We comply with environmental regulations and standards that apply to our facilities and operate in an environmentally conscious manner at all locations. Furthermore, we responsibly use precious natural resources in accordance with the principles of the Rio Declaration (27 principles of the "Rio Declaration on Environment and Development" from 1992 as a result of the United Nations Conference on Environment and Development in Rio de Janeiro).

### **3.9. Civil engagement**

We, Termoinženjering, contribute to the social and economic development of the country and region in which we are active and promote the appropriate voluntary activities of our employees.

### **4. Application and enforcement**

We make all appropriate and reasonable efforts to continuously apply and enforce the principles and values described in this CoC. Upon request and within the framework of reciprocity, contractual partners should be informed of the basic measures, so that it becomes clear how their compliance is guaranteed. There is no right to disclose internal company secrets and trade secrets, information related to competition or any other data worth protecting.

#### **Statement on Modern Slavery**

Modern slavery is a crime and a violation of basic human rights. It takes various forms, such as slavery, forced and compulsory labor, human trafficking and child labor, and all forms have in common that one person deprives another person of their freedom for personal or commercial purposes.

Termoinženjering doo Belgrade (hereinafter Termoinženjering) recognizes that as a company it has a moral and social responsibility to follow a zero-tolerance approach towards modern slavery in all its forms. We are committed to preventing slavery and human trafficking in our business activities and, where possible, ensuring that neither slavery nor human trafficking exists in our supply chain.

Termoinženjering will achieve these goals in the following ways:

- Thorough screening and examination of the supply chain.
- Continuous evaluation and analysis of procedures to control that all employees receive at least the minimum wage and have the right to work.
- Promoting a culture where opinions can be expressed and whistleblowers are protected.
- Termoinženjering will not knowingly work or do business with any company involved in slavery or human trafficking.
- Termoinženjering applies a zero-tolerance approach to slavery and human trafficking and expects all its suppliers to adhere to these values.

- Upon request, suppliers must be able to demonstrate adherence to the declaration to the reasonable satisfaction of Termoinženjering.
- Termoinženjering reserves the right to carry out regular inspections within the scope of the statement and expects its suppliers to cooperate without limitation in these inspections.

If Termoinženjering's supplier is found to be in violation of the statement, Termoinženjering will take immediate action, which may include termination of supply contracts, agreements or other agreements with the specific supplier.