

Viessmann Supplier Code of Conduct.

The Code and Viessmann standards.

Labour Conditions & Human Rights.

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Part 1 - The Code and Viessmann standards

1.1 CEO Statement

“We co-create living spaces for generations to come”. Our purpose describes why we exist and what the entire worldwide Viessmann family stands for: together with our partners, we want to make a significant contribution to the global avoidance and reduction of climate-damaging emissions and greenhouse gases. In doing so, we and our partners benefit from our more than 100-year heritage and DNA as a successful family business in the 4th generation.

The Supplier Code of Conduct is an important compass that points us in the right direction to work together and protect, strengthen and improve our social foundations as well as the integrity of an environment and a world for future generations – a shared responsibility for all of us.

Max Viessmann, CEO Viessmann Group



1.2 Foreword

Founded in 1917 as a local garage for heating technology, the independent family company Viessmann is today a global, broadly diversified group. All activities are based on the company's purpose “We co-create living spaces for generations to come”. This is the passion and responsibility that the large worldwide Viessmann family brings to life every day. Following this purpose, Viessmann forms an ecosystem of entrepreneurs and co-creators with a clear focus on CO2 avoidance, CO2 reduction and CO2 capturing.

As an employer, business partner and with our diverse social commitment, we assume economic, ecological and social responsibility in everything we do.

Since the foundation of the company in 1917, cooperative and always trusting behaviour towards our business partners has been an essential part of our values.

1.3 Values

“As a family, we care for each other, and value the relationships we have. We believe that all family members can be trusted. We support and empower our colleagues to choose how, where and when they wish to work.”

Within our Viessmann Code of Conduct, we define how family members do things at Viessmann. Our corporate values form the basis of our company culture. Being and behaving responsible, team-oriented and entrepreneurial is visible in all what we do.

This Supplier Code of Conduct is informed by the Viessmann Code of Conduct and is a step forward in making Viessmann a company that does not inflict harm on people or the planet along its value chain. We require from our Suppliers to respect and follow the Viessmann group's sustainability ambitions of becoming a Net Zero company, being fully circular by 2050 along with a transparent and zero harm value chain, as well as adhere to human rights in all aspects. The Viessmann group orients its business conduct along its values and state of the art international norms and standards. They are translated in the Viessmann Informative Human Rights and Due Diligence Annex.

1.4 Scope of application

This Supplier Code of Conduct addresses all Viessmann Suppliers and their subcontractors. These have to communicate this Supplier Code of Conduct to their employees, parents, subsidiary or affiliate entities and subcontractors engaged in the delivery process. Any entity in a current contractual agreement and entities envisioning a partnership with Viessmann will have to acknowledge and adhere to this Code of Conduct.

1.5 What this means for our Suppliers

This Supplier Code of Conduct is binding to all our Suppliers and their subcontractors, and linked to our general contract terms and conditions. We strongly advise our Suppliers to share the same approach when it comes to their business partnerships. Any intentional misconduct that goes against this Code of Conduct in any way, will be taken very seriously by Viessmann leading up to disciplinary action.

1.6 Due Diligence: Risk management and complaint mechanism

The Viessmann standardised risk management process ensures the identification, analysis and evaluation as well as the management of significant and existence-threatening risks and a uniform reporting system on a semi-annual basis for all Viessmann companies. The identified risks and opportunities are systematically integrated into the Group-wide planning process. In addition, the risk and opportunity reports are integrated as required on request from the Head of Controlling, in the review meetings, budget meetings or strategic planning meetings.

1.6.1 Risk management

Viessmann's risk management identifies, assesses and prioritises human rights and environmental risks in the business and supply chains it operates in. The primary objective of this risk management approach is to increase transparency in Viessmann's value and supply chain. Based on the results of this risk analysis, Viessmann derives adequate preventive and remedial measures to alleviate or stop as timely as possible any action that causes harm to people or the environment. The more we join forces in increasing transparency along our supply chains, the more effective we can become together in identifying potential risks timely that need to be addressed.

This is why we ask our Suppliers to conduct their own analysis to identify potential human rights and environmental risks within their own business or supply chain. We also offer training support to our Suppliers so that they can follow, suit and enable their Suppliers - also by forwarding this Supplier Code of Conduct.

In this way, we expect that there will be a mutual understanding of the preventive and remedial measures that are necessary to address potential risks. In any case, the Supplier shall commit to cooperate with and support Viessmann in undertaking - for the Supplier relevant - measures to ensure human rights are respected and the environment is protected.

1.6.2 Auditing Suppliers

One form of required cooperation by the Supplier is to allow audits to take place on a regular basis or if there is a need for further investigation for the adherence of the requirements within this Supplier Code of Conduct, such as:

- (a) Compliance with human rights and environmental regulations and laws;
- (b) Observance of the legal regulations for international commerce incl. refraining from corruption;
- (c) Compliance with laws and regulations on data protection.

1.6.3 Complaint mechanism

Viessmann has set up a complaint mechanism via "EQS - Integrity Line", an external independent platform provider, that enables employees, Suppliers and any stakeholder to make a complaint or to hint at any human rights or environmental related risk or actual violation, also anonymously if preferred. Any complaint or hint to any human rights or environmental related risk or actual violation can be submitted via <https://viessmann.integrityline.app> where a description of the complaint procedure process can also be found. Viessmann expects the Supplier to follow suit by setting up an internal anonymous complaint mechanism.

Part 2 – Labour Conditions & Human Rights

The following part highlights the Human Rights Viessmann Suppliers are expected to respect. From the abolition of any form of child labour, to ensuring the freedom of association of all employees up to the correct use of security forces; here are the conditions and rights Suppliers have to respect.

2.1. No child labour

Viessmann does not tolerate child labour of any kind.

Viessmann Suppliers should condemn all forms of child labour and not employ a child under the minimum working age in the operational country, whereas the threshold of the age of 15 years shall not be undermined in any case. Even though a few exceptions are accepted to this rule according to the ILO core convention No. 138 on minimum age, we expect all Suppliers to engage themselves proactively in ensuring that children can enjoy their right to education. Details of the ILO convention no. 138 can be found in the Viessmann Informative Human Rights and Due Diligence Annex.

Worst forms of child labor, that can harm the health, safety or morals of children, and involve for example child trafficking and the involvement of children in illicit activities, are prohibited in any case, and are to be excluded from the Suppliers' business activities.

2.2 No forced labour

In 2021, the "International Labour Organisation" (ILO) declared that 27.6 million people were in forced labour throughout the world. This subject is tackled and well explained in the documentary "Modern Slavery", released in 2009 and giving solutions to eradicate the still widespread scourge."

Source: International Labour Organization

Viessmann does not tolerate forced or compulsory labour of any kind.

Viessmann Suppliers should refrain from and oppose any form of forced or unlawful compulsory labour and any form of slavery or practices similar to slavery, servitude or other forms of domination or oppression.

2.3 Occupational health and safety

At Viessmann, the protection and promotion of occupational health and safety of its employees is a top priority.

Viessmann Suppliers, in line with the relevant applicable law, guidelines and norms, should take all the necessary measures to protect the health and safety of their employees, including the provision of safe and healthy working conditions for their employees. In particular in case of an increased risk for occupational accidents or work induced illness, the Supplier shall ensure the following:

- (a) Adequate safety standards in the provision and maintenance of the workplace, the workplace and work equipment.
- (b) Appropriate protective measures to prevent exposure to chemical, physical or biological agents.
- (c) Measures to prevent excessive physical and mental fatigue, in particular through inappropriate work organisation in terms of working hours and rest breaks.
- (d) Adequate training and instruction of employees.

"The International Labour Organisation (ILO) estimates that some 42,000 workers die each week worldwide as a result of work-related accidents or illnesses."

Source: International Labour Organization

2.4 Freedom of association and collective bargaining

Viessmann respects the right of its employees to form and join representative bodies and to participate in collective bargaining. Viessmann has a culture of trust where constructive dialogue and collaboration are welcomed and no one is preferred or disadvantaged for engaging in these.

Viessmann Suppliers should respect their employees' freedom of association under the relevant applicable law, that implies the forming and joining of trade unions and the participation in collective bargaining. Viessmann Suppliers should not use formation, joining and membership in a trade union as a reason for discrimination or retaliation. When local laws restrict these rights, then the Supplier should pursue other ways of engaging in a collaborative and meaningful dialogue with its employees.

2.5 Equal treatment and no discrimination in employment

At Viessman, all employees are treated equally and discrimination is not tolerated.

Viessmann Suppliers shall not treat their employees unequally or discriminate against them on the basis of national and ethnical origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief. In particular the payment of unequal remuneration for work of equal value is prohibited.

2.6 Fair wages

Viessmann remunerates its employees with fair and competitive compensation.

Viessmann Suppliers should pay their employees fairly and at least equally to the minimum wage in accordance with applicable laws, or if such national law does not exist, i.e., a state has not defined such a minimum wage, adhere to ILO convention 131 on minimum wage. Information on the latter can be found in the Viessmann Informative Human Rights and Due Diligence Annex.

2.7 No harm to livelihoods and health of people

Viessmann respects the natural basis of our livelihoods and the health of people.

Viessmann Suppliers should not threaten the livelihoods or harm the health of people due to environmental pollution that causes the following:

- (a) Threat to the natural conditions for the preservation and production of food.
- (b) Denying a person's access to safe and clean drinking water. In this regard, Suppliers should give particular attention if they operate in regions of water scarcity and extract large quantities of water. Details on water scarcity can be found in the Viessmann Informative Human Rights and Due Diligence Annex.
- (c) Make it difficult for a person to access sanitary facilities. Any groundwater contamination or the withdrawal of excessive amounts of water that threatens the access to sanitation.
- (d) Harm the health of a person.

2.8 No unlawful eviction and deprivation of land

Viessmann aims to always respect the lands, forests and waters that secure the livelihoods of people, and adheres, in any case, to the law while conducting a business operation.

Viessmann Suppliers should prohibit any unlawful eviction, illegal taking of lands, forests or waters in its business operations or development. In any situation, Viessmann Suppliers should ensure that the livelihood of a person is secured when conducting any business operation.

2.9 No misuse of security forces

Viessmann does not employ private or public security forces that endanger peoples' health or lives.

A Viessmann Supplier who would like to protect its business with security forces must ensure that these are well trained and maintain high levels of technical and professional proficiency. A Viessmann Supplier should not use private or public security forces if the security force is not adequately trained or controlled, and/or poses a threat to peoples' health or their lives by applying torture or cruel, inhuman or degrading treatment or punishment. The security force shall also not impair the employees' right of freedom of association.

Part 3 – Environment

The following part underlines the tasks and rights Viessmann Suppliers are expected to do in terms of environment.

3.1 Environmental laws and permit

All Viessmann Suppliers shall comply with the applicable environmental laws, regulations and industrial standards. The Supplier shall ensure that all required environmental permits are available, kept up to date and are complied with.

3.2 No harmful soil or water contamination, or contamination in general

Viessmann respects the natural basis of livelihoods.

A Viessmann Supplier should not be the cause of, or contribute to harmful soil change, water pollution, air pollution, noise emission and excessive water consumption. A map on water usage of the resource can be found in Viessmann Informative Human Rights and Due Diligence Annex.

3.3 No production of products containing mercury and no use of mercury

Viessmann aims to eliminate all mercury or mercury compounds from its production and usage.

Viessmann Suppliers shall respect the ban on the manufacture of products containing mercury, the ban on the use of mercury and mercury compounds and the ban on the treatment of mercury waste. Details on the topic can be found in the Viessmann Informative Human Rights and Due Diligence Annex.

3.4 No production and use of harmful chemicals

Viessmann aims to eliminate all hazardous chemicals from its production and usage.

A Viessmann Supplier respects the prohibition of production and use of hazardous chemicals that pose a hazard if released to the environment. Chemicals and other related materials posing a hazard if released to the environment should be identified and managed to ensure their safe handling and movement. A list of hazardous chemicals and other related materials can be found in the Viessmann Informative Human Rights And Due Diligence Annex.

3.5 Environmentally sound storage and disposal of waste

Viessmann takes great care in ensuring an environmentally sound storage and disposal of unavoidable waste - including waste fractions containing hazardous substances and chemicals.

Viessmann Suppliers should label hazardous substances and chemicals in compliance with the globally harmonised system (GHS) for hazard classification and applicable regulations, such as the European CLP Regulation and ensure their safe handling, storage, transport and disposal. All Suppliers should comply with product safety regulations and prohibit non-environmentally sound handling, collection, storage, recycling, reuse and disposal of waste thereof. A list of hazardous materials can be found in the Viessmann Generic Informative Human Rights and Due Diligence Annex. Be aware that these materials change on a regular basis and can be consulted in the link provided in the Informative Annex.

3.6 No export and import of hazardous waste

In alignment with the Basel convention and respective international and national regulations, Viessmann adheres to all trading rules regarding the handling, processing and shipment of hazardous waste. The details of the latter can be found in the Viessmann Generic Informative Human Rights and Due Diligence Annex.

Part 4 – Integrity and Governance

4.1 Avoidance of conflicts of interests

At Viessmann we give donations and benefits for charitable and non-commercial purposes. However, we never give these to obtain business or other improper advantages, i.e. advantages that cannot be obtained honestly or legally. All business decisions made by Viessmann Suppliers should be made free from any conflict of interest with private, economic or other interests.

4.2 Combating corruption and bribery

Viessmann pursues a zero tolerance policy against corruption and bribery in any form.

Viessmann Suppliers shall conduct their business without bribery, corruption or any kind of fraudulent business practices. The Supplier shall comply with relevant national laws and regulations.

4.3 Fair competition and antitrust law

For Viessmann, free and fair competition is of great importance. The Supplier should strive to compete fairly and ethically under all applicable competition laws.

4.4 No money laundering and prevention

Viessmann complies with all legal requirements to prevent money laundering.

Viessmann Suppliers should comply with legal requirements on the prevention of money laundering and avoid any activities that could imply money laundering.

Part 5 – Data handling

5.1 Protection of privacy, confidentiality, data protection and data security

At Viessmann, we treat company and personal data in a confidential and professional manner in accordance with national and international data protection laws.

The Supplier is obliged to:

- (a) Safeguard the right to privacy and data protection and to maintain the confidentiality of all information worthy of protection.
- (b) Treat the data entrusted to it in a confidential and professional manner in accordance with national and international data protection laws and regulations.
- (c) Collect, use and store personal data in accordance with the applicable laws and regulations.

5.2 Information technology and internet use

Everyone at Viessmann is expected to contribute to the protection of Viessmann's entire infrastructure and computer system data against intentional malicious acts by persons inside or outside the company.

Viessmann Suppliers are expected to support Viessmann in protecting the computer system infrastructure and data against intentional malicious acts. Suppliers should take great care with the content of emails, attachments, downloaded data and stored resources.

Part 6 – Best practices

The following Best Practices have been established by Viessmann mainly based on the Future-Fit Business Benchmark sustainability assessment. The latter made Viessmann understand holistically its impact and build a strategy from there.

6.1 Human Rights

As detailed in the Viessmann Code of Conduct, Viessmann recognizes its family members' lawful right to freedom of association and rights under applicable law to choose a collective bargaining representative, if desired. As such, family members of several of our global business subsidiaries, e.g. in Germany, have organised themselves in Works Councils and/or Enterprise Bargaining Units, and we maintain positive, productive relationships with those groups through our company leadership teams to the benefit of our family members.

In the interest of the health and safety of all our family members and visitors, every employee must comply with the applicable laws, regulations and standards on occupational safety in his or her workplace. In particular, it is the responsibility of managers to ensure that appropriate procedures and protective measures are in place to ensure health and safety in the workplace.

It is important to us that these instructions are also implemented and followed in our own supply chain; we expect the same from our employees, customers, Suppliers and other business partners.

6.2 Best practices – Environment

6.2.1 Carbon accounting and target setting



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Source: Newsroom

Science Based Targets provide companies with a clearly defined path to reduce emissions in line with the goals of the Paris Agreement. More than 3000 businesses around the world are already working towards achieving science-based carbon reduction targets, validated by the Science Based Target Initiative.

Viessmann has set itself a science based emission reduction target in line with the 1.5°C target of the Paris Agreement and based on the international greenhouse gas protocol accounting standard. The target has been validated by the Science Based Target initiative (SBTi). Reducing operational emissions in scope 1 and scope 2, as well as reducing the emission intensity of our supply chain, product use and other parts of our value chain in scope 3 forms the core of Viessmann's LEAP to Net Zero climate strategy. Definitions of all key terms can be found in the Viessmann Generic Informative Human Rights and Due Diligence Annex.

Application of the Greenhouse Gases (GHG) protocol for greenhouse gas accounting across all scopes is a critical prerequisite for determining emission reduction measures and quantifying the socio-economic benefits of implementation. Validation of those reduction trajectories through independent organisations - such as the Science Based Target initiative and potentially verification through external auditors is a best practice, Viessmann encourages all its Suppliers to follow - to jointly achieve emission reductions along the value chain:

6.2.2 EcoVadis scoring

EcoVadis is a non-financial, independent sustainability rating agency and methodology that includes Environmental, Labour & Human Rights, Ethics and Sustainable Procurements impacts. EcoVadis refines assessments to provide zero to one-hundred (0-100) scores and medals (bronze, silver and gold), when applicable. Viessmann is providing its sustainability performance information through EcoVadis to our customers and encourages its Suppliers to provide their scorecards as part of the sustainability engagement.

6.2.3 Life Cycle Assessment

In order to fully understand its environmental impact throughout the supply chain of its products and during all life stages of the latter, Viessmann performs Life Cycle Analysis. To do so, Viessmann followed international standards such as the EN15 804 and ISO14044. In this logic, Viessmann encourages all its Suppliers to apply the same rules in order to fully understand the environmental impact of their products during all their life cycle stages and address high impact areas; "hotspots". Details on the international standards cited above can be found in the Viessmann Informative Human Rights and Due Diligence Annex.

6.2.4 United Nations Global Compact Membership

The United Nations Global Compact (UNGC) provides a universal language for corporate responsibility and a framework to guide all businesses regardless of size, complexity or location. Joining the UNGC means to take an important, public step to transform our world through principled business. Participation makes a statement about values, and it benefits both society and companies' long-term success. The UNGC's Ten Principles are derived from the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption. Descriptions of these documents can be found in the Viessmann Informative Human Rights and Due Diligence Annex.

Part 7 – Glossary

The following glossary entails brief definitions of key terms to better understand this Supplier Code of Conduct. Further information and relevant regulations can be found in the Viessmann Informative Human Rights and Due Diligence Annex.

ENVIRONMENT

Net zero: refers to a state in which the greenhouse gases going into the atmosphere are balanced by removal of the same amount of greenhouse gases out of the atmosphere - the balanced natural carbon cycle. A country or business that reaches net zero is no longer climate negative but climate neutral.

Scope 1: covers emissions from sources that an organisation owns or controls directly.

Scope 2: emissions that a company causes indirectly when the energy it purchases and uses is produced.

Scope 3: encompasses emissions that are not produced by the company itself, and not the result of activities from assets owned or controlled by them, but by those that it's indirectly responsible for, up and down its value chain.

Soil contaminants: common contaminants in urban soils include pesticides, petroleum products, radon, asbestos, lead, chromated copper arsenate and creosote.

Soil contamination: soil contamination, soil pollution, or land pollution as a part of land degradation is caused by the presence of xenobiotic (human-made) chemicals or other alteration in the natural soil environment.

Water scarcity: refers to the lack of fresh water resources to meet the standard water demand. Water can be scarce for many reasons: demand for water may be exceeding supply, water infrastructure may be inadequate, or institution's may be failing to balance everyone's needs.

SOCIETY

Child labour: work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that:

- is mentally, physically, socially or morally dangerous and harmful to children; and/or
- interferes with their schooling by: depriving them of the opportunity to attend school; obliging them to leave school prematurely; or requiring them to attempt to combine school attendance with excessively long and heavy work.

Discrimination: occurs when a person is unable to enjoy their human rights or other legal rights on an equal basis with others because of their national and ethnic origin, social origin, health status, disability, sexual orientation, age, gender, political opinion, religion or belief.

Forced labour: can be understood as work that is performed involuntarily and under the menace of any penalty. It refers to situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as manipulated debt, retention of identity papers or threats of denunciation to immigration authorities - or as a result of human trafficking

Gender wage gap: difference between the average gross hourly earnings of men and women.

Human Rights: rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include amongst other the right to life and liberty, the right to health, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and the freedom of association and assembly.

Legal minimum wage: the lowest remuneration that employers are legally required to pay to workers and employees for regular working hours. If such national law does not exist, companies should adhere to international treaties such as the ILO convention No.131 on minimum wage.

Living wage: remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events (Source: Global Living Wage Coalition).

Slavery/modern slavery: is a condition of being forced by threats or violence to work for little or no pay, and of having no power to control what work you do or where you do it. Modern slavery is defined as the recruitment, movement/transportation, harbouring or receiving of people through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation. It covers a wide range of abuse and exploitation including sexual exploitation, labour exploitation and bonded labour, domestic servitude, forced labour, criminal exploitation, forced fraud, forced marriage and organ harvesting.

Stakeholder: an individual, community or organisation that is affected by and may affect some aspect of a company's actions, products, operations, markets, industries, and outcomes. Stakeholders may be internal (employees, management, owners) or external (customers, suppliers, shareholders, financiers, trade unions, local community, NGOs, the media, analysts, or the government)

Free, prior and informed consent (FPIC): is a key principle within the United Nations Declaration on the Rights of Indigenous Peoples and stipulates the right that pertains to indigenous peoples to give, withdraw or withhold consent to a corporate project that may affect their territories and thereby their livelihoods. Furthermore the principle of FPIC enables them to negotiate the conditions under which the project will be designed, implemented, monitored and evaluated.

ECONOMY & INDUSTRY

Audit: a qualified professional judgement on how the business partner/supplier performs regarding the lined out requirements in this Supplier Code of Conduct.

Due diligence: in the context of the German Supply Chain Due Diligence Act it is an ongoing process which aims to identify, prevent, mitigate, and account for how adverse human rights and environmental impacts are addressed.

EMAS: the environmental management and auditing scheme of the European Union, which validates the environmental reporting and performance of organisations in the EU and awards conformity labels.

Supplier Code of Conduct: a statement of the behaviours which an organisation expects of its Suppliers. It may extend to the supply chain and may include commitments on how the organisation will work with its Suppliers to build trust and ensure compliance.

Supplier: a person or organisation that provides something needed such as a product or service.

Supply chain: a coordinated system of organisations, people, activities, information and resources involved in moving a product or service in physical or virtual manner from Supplier, where the product or service is made, to customer.

Science Based Targets initiative (SBTi): helps companies transition to a low-carbon economic profile by setting greenhouse gas emission reduction targets in line with climate science. Through Science Based Targets (SBTs), companies express their intention to reduce their greenhouse gas emissions to limit global warming to well-below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C.

Transparency: in the context of the Supplier Code of Conduct, it refers to the act of making processes, decisions, outcomes, risks, measures of dealing with risks and human rights violations and environmental infringements, and root causes visible, available, and accessible to internal and external stakeholders.

Trade union: is an organisation of workers who have freely banded together to achieve better working conditions and wages. More detailed points of negotiation are often work rules, complaint procedures, rules governing hiring, firing and promotion of workers. The trade union - often representing an entire industry - bargains with the employer on behalf of union members and negotiates labour contracts (collective bargaining) with employers.

Value chain: refers to the upstream and downstream life cycle of a product, process, or service, including material sourcing, production, consumption, and disposal/recycling. Upstream activities include operations that relate to the initial stages of producing a good or service (e.g., material sourcing, material processing, supplier activities). Downstream activities include operations that relate to processing the materials into a finished product and delivering it to the end user (e.g., transportation, distribution, and consumption).

VISSMANN

LEAP to Net Zero: is Viessmann's climate strategy name. LEAP refers to the four pillars of Viessmann's climate strategy: Lead, Empower, Advocate and Partner. "LEAP to Net Zero" stands for us striving with our climate strategy to leapfrog, to take a grand step, towards net zero of our own operations and beyond.

LIST OF ABBREVIATIONS

EMAS: Eco Management and Audit Scheme

ESCR: Economic, Social and Cultural Rights

EPD: Environmental Product Declarations

HR: Human Rights

ICCRR: International Covenant on Civil and Political Rights

ICESCR: International Covenant on Economic, Social and Cultural Rights

ILO: International Labour Organization

LCA: Life Cycle Assessment

LCIA: Life Cycle Impact Assessment

LEAP: Lead, Empower, Advocate and Partner (four pillars of Viessmann's climate strategy)

OECD: Organisation for Economic Co-operation and Development

PCR: Product Category Rules

SBTi: Science Based Target initiative

SDGs: Sustainable Development Goals

UDHR: Universal Declaration of Human Rights

UN: United Nations

UNSDGs: United Nations Sustainable Development Goals

UNGC: United Nations Global Compact

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