



evoqua

WATER TECHNOLOGIES

BUSINESS PARTNER
CODE OF CONDUCT

Business Partner Code of Conduct

Ethics	
Legal Compliance <ul style="list-style-type: none">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.	Intellectual Property <ul style="list-style-type: none">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. Business Partners have no right to use any intellectual property or other proprietary information belonging to Evoqua without prior written authorization from the Company.
Prohibition of Bribery and Corruption <ul style="list-style-type: none">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.	Fair Competition and Anti-Trust Laws <ul style="list-style-type: none">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.
Conflicts of Interest <ul style="list-style-type: none">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 Business Partner 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 <ul style="list-style-type: none">Commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers and employees. Business Partners 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.	

Business Partner Code of Conduct

Labor	Environmental, Health and Safety
<p>Human Rights of Employees</p> <ul style="list-style-type: none">• 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 to guarantee the applicable national statutory minimum wage.• Comply with the maximum number of working hours laid down in the applicable laws in the areas within which they are operating.	<p>Employees</p> <ul style="list-style-type: none">• 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.
<p>Child Labor and Human Trafficking</p> <ul style="list-style-type: none">• 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.	<p>Environment</p> <ul style="list-style-type: none">• Take reasonable steps to minimize environmental waste and impact in all business activities, including reduction, reuse and recycling of materials.• Obtain all required environmental permits, approvals and registrations, maintained and kept current and their operational and reporting requirements are to be followed.• 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.
<p>Protection of Identity and Non-Retaliation</p> <ul style="list-style-type: none">• Maintain programs that ensure the confidentiality, anonymity and protection of whistleblowers, unless prohibited by law. Business Partners should have a communicated process for their personnel to raise concerns without fear of retaliation.	<p>Reporting Concerns or Misconduct</p> <p>Contacts</p> <ul style="list-style-type: none">• Your Evoqua Sales Representative• Evoqua Global Compliance Helpline• Email: compliance@evoqua.com

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Declaration

By signing this document, I hereby declare that:

- I have read, understood and acknowledged Evoqua's Business Partner Code of Conduct.
- This Code has been distributed to and reviewed by any/all individuals working with or on Evoqua's behalf.

Name: _____

Signature: _____

Title: _____

Company: _____

Date: _____