



**evoQUA**  
WATER TECHNOLOGIES

# **Business Partner Code of Conduct**

**v.4 2017**

# Evoqua Business Partner Code of Conduct

## Code of Conduct for Evoqua Water Technologies LLC Business Partners

This Code of Conduct defines Business Partner basic requirements concerning their responsibilities towards their stakeholders and the environment. Evoqua reserves the right to reasonably change the requirements of this Code of Conduct due to changes in the Evoqua Compliance program. In such event Evoqua expects the Business Partner to accept those reasonable changes.

### Business Partners will:

#### Legal Compliance

- obey the laws and regulations of the legal systems within which they are operating in addition to applicable Evoqua policies; violations of the law must be avoided under all circumstances

#### Prohibition of Bribery and Corruption

- 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
- 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 may be directly or indirectly passed on to a government official to influence official action or obtain an improper advantage or to a private commercial counterparty in consideration for an unfair advantage in a business transaction

#### Respect for Human Rights of Employees

- promote equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, 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

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## Business Partners will (continued):

### Fair Competition and Anti-Trust Laws

- 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
- 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
- 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

### Prohibition of Child Labor

- employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14

### Health and Safety of Employees

- take responsibility for the health and safety of its employees
- control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases
- provide training and ensure that employees are educated in health and safety issues

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## Declaration of the Business Partner

**NOTE: It is preferred that each person working on the Evoqua account complete this certification. The Business Partner President/Owner/Operator also has the option of signing off on this certification for all employees working on the account (indicate as such below).**

We hereby declare the following:

1. We have received a copy of the “Business Partner Code of Conduct” (“Code of Conduct”) and commit ourselves to comply with its principles and requirements.
2. We will provide Evoqua upon request with applicable organizational information in order to complete the Business Partner due diligence process. All information provided will be accurate and complete.

**Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Title:** \_\_\_\_\_  President/Owner/Operator signing for all employees on Evoqua account.

**Company:** \_\_\_\_\_

**Date:** \_\_\_\_\_