

FUNDAMENTAL NORMS

Appendix no.

The values specified herein – also detailed in the *Suppliers Charter* available at <https://www.veolia.hu/hu/beszallitoinknak> – are an important part of the business policy of the Hungary-based subsidiaries of and majority owned or controlled, directly or indirectly, by Veolia Environment (hereinafter referred to as “**Veolia Hungary Group**” or “**Purchaser/Customer/Client**”), the enforcement of which is expected also from its contractual partners. Seller/Contractor/Commissioned agrees to comply with the provisions of this chapter, and agrees that within the framework of its legal relationship with the Client it itself will not enter into a contract with suppliers, sub-contractors who do not comply with the obligations set forth below.

1. Sustainable Development Clause

1.1. Veolia Hungary Group pursues a sustainable development policy the aim of which is to promote human rights, facilitate social well-being, and to protect the environment. In this context, the Seller/Contractor/Service Provider also undertakes to pursue a business policy in conformity with sustainable development and comply with the laws in force in this field applicable to it.

2. Human Rights and Fundamental Employee Rights

2.1. The Parties agree to respect the provisions of the Universal Declaration of Human Rights, the UN Convention on the Rights of the Child, and the rules made by the International Labour Organisation. The Parties declare that their operation is conducted at all times in compliance with the prohibition of child labour and forced labour.

2.2. The Parties declare that they conform to the provisions of labour law and the rules of social security; they comply with – among others – the provisions regarding undeclared work and trade union rights.

2.3. The Parties state that the employees receive fair and equitable treatment and remuneration; their practice is in line with the laws prohibiting unlawful discrimination, and they ensure that their employees get familiar with and apply the principle of equal and impartial treatment.

3. Requirements regarding Environment Protection, Health and Safety

3.1. The Parties will do everything in their power to carry out their activities as efficiently and economically as possible, satisfying the needs of the Parties safely and flexibly, in full compliance with the rules and provisions applicable to them with respect to health and safety, social, occupational safety, environment protection, and energy efficiency improvement.

3.2. The Parties agree to implement measures that ensure the protection of health and safety of their employees, respect the aims of the health and safety policies relevant, and applicable, to each of the Parties, in particular workplace safety measures, and the requirement of delivering the Goods and Services in a condition that reduces the health and occupational safety risks to their own employees to the minimum.

3.3. The Parties agree to take the necessary steps to reduce adverse environmental impacts, with special focus on reducing the use of energy and primary resources, reducing pollutants emitted to water, air, and soil, preventing accidental contamination, reducing waste generated by their activities and monitoring the disposal of such waste, as well as on limiting the emission of substances harmful to the environment and health, in accordance with the applicable EU regulations.

4. Ethics Guide

- 4.1. The fundamental values of Veolia Hungary Group are responsibility, solidarity, respect, innovation, and customer focus, which values form the base on which the Group's economic, social and environmental performances are built. These values are also reflected in rules and measures of conduct; creating such everyday ethical conditions that give the main direction of corporate governance.
- 4.2. The Veolia Hungary Group wishes to communicate its values also to its external partners through its Ethics Guide – and through its annex, the Anticorruption Code of Conduct -; therefore, it has made them publicly available at <https://www.veolia.hu/hu/rolunk/rolunk/tarsadalmi-felelossegvallalas>.

5. Anticorruption Clause

- 5.1. The Parties hereby undertake to strictly comply with any applicable regulations regarding business ethics, including regulations prohibiting the bribery of public or private officials, influence peddling, money laundering, including the French Anti-corruption law known as "Sapin II" of 9 December 2016.
- 5.2. The Parties undertake to put in place and implement all necessary and reasonable policies and measures to prevent corruption.
- 5.3. The Co-contractor undertakes that the amounts paid in execution of this Agreement shall be for the sole purpose of compensating the Co-contractor for the supplies and services stipulated. He declares that, to its knowledge, none of its representatives or persons performing services on its behalf under this Agreement shall offer, give, solicit or receive any benefit whatsoever to/from a public or private legal person, natural person (including public official) with the intention of committing any of the infringements mentioned in the first paragraph above.
- 5.4. If Veolia has reasonable grounds to consider that this clause has been breached, Veolia may suspend, upon simple notification, without notice, performance of this Agreement, for the time necessary to verify the situation, without incurring its own liability or incurring an obligation towards the Co-contractor. The Parties mutually undertake to carry out the necessary verifications by cooperating in good faith.
- 5.5. In case of a proven breach, Veolia may terminate the Agreement without notice and without liability. Compliance with this clause is one of the essential obligations of the Agreement.

6. Competition Law; Taxation; Data Protection

- 6.1. The Parties undertake to comply with the applicable provisions of the European Union competition rules and regulations in force.
- 6.2. The Parties declare that they file their tax reports and pay their taxes in accordance with the applicable laws.
- 6.3. The Parties agree to respect the protection of natural persons in connection with the processing of their data as a fundamental right. The Parties mutually agree that in connection with any personal data processing that may be necessary for the performance of the scope of this contract, the Parties shall act as independent data controllers and shall comply with the data protection provisions of the law in force, in particular the provisions of the "GDPR" Regulation (EU) No. 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC. Also, in connection with any personal data exchanged between or otherwise accessible to the Parties under the contract (e.g., in the context of the negotiations held, the signing of documents, invoicing) each of the Parties will act as an independent data controller. As such, the Parties declare and accept that they do not hold the capacity of joint controllers and preclude any form of mutual or joint liability as regards the personal data processing.

7. Selection and Evaluation of Contractual Partners

- 7.1. The Purchaser/Customer/Client hereby informs the Seller/Contractor/Service Provider that in compliance with the applicable laws, it sets objective criteria for selecting its contractual partners. Such criteria

- (i) are based in part on the performance of the contractual partners (meeting deadlines, number of complaints in connection with their performance, etc.); and
 - (ii) in part on to what extent they are able to relate to the rules regarding ethics and sustainable development followed by Veolia Hungary Group and set out herein.
- 7.2. After the selection, the Purchaser/Customer/Client evaluates its contractual partners annually based on the abovementioned criteria and may inform the Seller/Contractor