

Viessmann Informative Human Rights and Due Diligence Annex.

Guiding goals, principals, standards and regulations.

Long list: legal sources and other references.

LkSG and relevant international law.

Viessmann's main Supplier countries and
their ratification of international treaties.

Hazardous materials (Persistent Organic Pollutants)
listed by the Stockholm Convention.

Viessmann's Code of Conduct, Suppliers Code of Conduct and Policy Statement on Human Rights - integral to Viessmann's corporate strategy and its sustainability building block - are based on the same values, norms and standards and have consequently the same information basis. The following generic Informative Human Rights and Due Diligence Annex is a supporting document to these three core documents and provides additional details on the human rights and environmental guidance and regulations that Viessmann respects and adheres to. Accordingly, the Annex complements the three Viessmann core texts to a more holistic perspective. At the same time it intends to give clear guidelines to our employees, customers, suppliers and other business partners.

In the first section of this Annex the core instruments of Viessmann's information basis for the Code of Conduct, Suppliers Code of Conduct and the Policy Statement on Human Rights are briefly described.

As there are further international instruments that have guided Viessmann, these - and the core instruments - are compiled in a long list in the second section.

In the third section the concrete rights of the German Supply Chain Due Diligence Act are put in reference with concrete paragraphs of this German supply chain due diligence law and relevant international human rights law.

The fourth section entails information on the ratification of the core international instruments by a number of selected countries as of 31st October 2022 (for updates and further countries, please see: <https://indicators.ohchr.org/>).

The fifth section provides a list on the persistent organic pollutants according to the Stockholm Convention that are subject to one of the German Supply Chain Due Diligence Act environmental risks. The list was last updated on 31st October 2022 (for further updates see: <http://chm.pops.int/TheConvention/ThePOPs/ListingofPOPs/tabid/2509/Default.aspx>).

The sixth section lists all abbreviations applied across the three core documents and this informative Annex.

The seventh section entails an informative glossary clustered into environment, society, economy, industry and Viessmann.

1. Guiding goals, principals, standards and regulations

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- 1.9 International Covenant on Economic, Social and Cultural Rights
- 1.10 Convention on the Rights of the Child
- 1.11 International Convention on the Elimination of All Forms of Racial Discrimination
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1. Guiding goals, principals, standards and regulations

1.1 UN Guiding Principles on Business and Human Rights

The UN Guiding Principles on Business and Human Rights are a set of guidelines for States and companies to prevent, address and remedy human rights abuses committed in business operations.

1.2 United Nations Global Compact

The UN Global Compact is a non-binding United Nations pact to encourage businesses and firms worldwide to adopt sustainable and socially responsible policies, and to report on their implementation.

1.3 OECD Guidelines

The Organisation for Economic Co-operation and Development (OECD) is an intergovernmental organisation with 38 member countries, founded in 1961 to stimulate economic progress and world trade. The OECD releases on a regular basis Due Diligence Guidance on specific topics. For instance, the organisation released 6 recommendations on how to ensure an “ethical and sustainable supply chain”. Viessmann follows these recommendations and globally adheres to the OECD’s guidelines.

1.4 Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs) are a collection of 17 interlinked global goals designed to be a “blueprint to achieve a better and more sustainable future for all”. The SDGs were set up in 2015 by the United Nations General Assembly and are intended to be achieved by 2030.

1.5 Universal Declaration of Human Rights

The Universal Declaration of Human Rights (UDHR) is an international document adopted by the United Nations General Assembly that enshrines the rights and freedoms of all human beings. A foundational text in the history of human and civil rights, the Declaration consists of 30 articles detailing an individual’s “basic rights and fundamental freedoms” and affirming their universal character as inherent, inalienable, and applicable to all human beings. Adopted as a “common standard of achievement for all peoples and all nations”, the UDHR commits nations to recognize all humans as being “born free and equal in dignity and rights” regardless of “nationality, place of residence, gender, national or ethnic origin, colour, religion, language, or any other status”.

1.6 United Nations Declaration on the Rights of Indigenous Peoples

The Universal Declaration on the Rights of Indigenous Peoples sets a universal framework of minimum standards for the survival, dignity and well-being of the Indigenous peoples of the world. It elaborates on existing human rights standards and fundamental freedoms as they apply to Indigenous peoples.

1.7 Declaration on the Rights of Persons Belonging to National or on the Religious and Linguistic Minorities

This Declaration states the rights of persons belonging to national or ethnic, religious and linguistic minorities, and underlines the importance of the latter as part of the development of society as a whole.

1.8 International Covenant on Civil and Political Rights

The International Covenant on Civil and Political Rights (ICCPR) is a multilateral treaty that commits states parties to respect the civil and political rights of individuals, including the rights to life, freedom of religion, of speech, of assembly, electoral rights and rights to due process and a fair trial.

1.9 International Covenant on Economic, Social and Cultural Rights

The International Covenant on Economic, Social and Cultural Rights (ICESCR) is a multilateral treaty adopted by the United Nations General Assembly in 1966. It commits its parties to work toward the granting of economic, social, and cultural rights (ESCR) including labour rights, the right to health, the right to education, and the right to an adequate standard of living.

1.10 Convention on the Rights of the Child

The Convention on the Rights of the Child is an international human rights treaty that sets out civil, political, economic, social, health and cultural rights of children. The convention defines a child as any human being of eighteen unless the age of majority is attained earlier under national legislation.

1.11 International Convention on the Elimination of All Forms of Racial Discrimination

This convention, effective since 1961 and set by the United Nations commits its members to the elimination of racial discrimination, the promotion of understanding among all races, criminalization of hate speech and of memberships in racist organizations.

1.12 Convention on the Elimination of All Forms of Discrimination Against Women

Signed in 1979, the Convention on the Elimination of All Forms of Discrimination Against Women is a bill of rights for women ratified by 189 states. The text approaches various topics such as sex stereotypes, sex trafficking, or women’s rights in public spheres.

1.13 Convention on the Rights of Persons with Disabilities

The Convention on the Rights of Persons with Disabilities is a treaty that intends to protect the rights and dignity of persons with disabilities. Signatories are required to promote, protect and ensure the full enjoyment of human rights by persons with disabilities as well as ensure the latter’s full equality under the law. The core idea behind this convention is to shift the viewing of persons with disabilities as objects of charity, medical treatment and social protection towards viewing them as full and equal members of society with human rights.

1.14 International Labour Organization (ILO)

The International Labour Organization is a United Nations agency whose aim is to advance social and economic justice through setting international labour standards. The main ILO recommendations and treaties which inform the Viessmann Supplier Code of Conduct are the following.

INTERNATIONAL LABOUR ORGANIZATION (ILO)

ILO Declaration on Fundamental Principles and Rights at Work

ILO Tripartite declaration of principles concerning multinational enterprises and social policy

ILO core convention: Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

ILO core convention: Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

ILO core convention: Forced Labour Convention, 1930 (No. 29) and its 2014 Protocol

ILO core convention: Abolition of Forced Labour Convention, 1957 (No. 105)

ILO core convention: Minimum Age Convention, 1973 (No. 138)

ILO core convention: Worst Forms of Child Labour Convention, 1999 (No. 182)

ILO core convention: Equal Remuneration Convention, 1951 (No. 100)

ILO core convention: Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

ILO core convention: Occupational Safety and Health Convention, 1981 (No. 155)

ILO core convention: Employment and Service Convention, 1948 (No. 88)

ILO core convention: Minimum Wage Fixing Convention, 1970 (No.131)

1.15 Minamata Convention on Mercury

The Minamata Convention on Mercury is an international treaty designed to protect human health and the environment from the human emissions and releases of mercury and mercury compounds. The name of the convention comes after the symbolic importance of the Japanese city Minamata that went through a devastating incident of mercury poisoning.

1.16 Stockholm Convention on Persistent Organic Pollutants

This global Treaty aims to protect human health and the environment from the effects of persistent organic pollutants by eliminating or restricting their production.

1.17 Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal

This Convention, known as the Basel one, is an international Treaty designed to reduce the movements of hazardous waste between nations and specifically to prevent the transfer of hazardous waste from developed to less developed countries.

1.18 Waste Framework Directive

This Directive's measures aim for the protection of the environment and human health through measures preventing or reducing the adverse impacts of the generation and management of waste and by reducing overall impacts of resource use and improving the efficiency of such use.

1.19 German Supply Chain Due Diligence Act & Corporate Sustainability Due Diligence Directive of the EU

The 'Lieferkettensorgfaltspflichtengesetz' translates to Supply Chain Due Diligence Act, is a German law, adopted in March 2021 and coming into force 1st January 2023, aiming to improve human, labour and environmental rights in international supply chains by making it mandatory for larger businesses to exercise adequate supply chain due diligence. Preceding the future EU Directive on Corporate Sustainability Due Diligence to be enforced later but in parallel to the EU Corporate Sustainability Reporting Directive - those legally binding value chain diligence requirements will level the playing field and reinforce sofar merely voluntary approaches.

1.20 ISO Standards

ISO standards are internationally agreed and ensure that a certain level is achieved by a company in their business conduct and/or their products via audits that lead to a certification. There are various ISO standards and corresponding management systems. The Viessmann Group is amongst others certified in Quality Management ISO 9001, Environmental Management ISO 14001, Occupational Health and Safety Management ISO 45001, Energy Management ISO 50001, and Information and Security Management ISO 27001.

ISO 14044

The ISO 14044 form 2006 specifies the requirements and provides guidelines for life cycle assessment (LCA) including: definition of the goal and scope of the LCA, the life cycle inventory analysis (LCI) phase, the life cycle impact assessment (LCIA) phase, the life cycle interpretation phase, reporting and critical review of the LCA, limitations of the LCA, relationship between the LCA phases, and conditions for use of value choices and optional elements.

1.21 EN 15 804

The EN15 804, "Sustainability of construction works - Environmental product declarations - Basic rules for the product category construction products" ensures that all EPDs for construction products, construction services and construction processes are derived, verified and presented in a uniform manner. It defines the basic product category rules (en: core Product Category Rules - short: core PCR). According to EN 15804, EPDs in the construction sector are to provide the basis for the description and assessment of construction works. It thus substantiates ISO 14025 for building products.

1.22 Paris Agreement

The Paris Agreement is a legally binding international treaty on climate change. It was adopted by 196 Parties at COP 21 in Paris, on 12 December 2015 and entered into force on 4 November 2016.

Its goal is to limit global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial levels.

1.23 International Greenhouse Gas Protocol

GHG Protocol establishes comprehensive global standardised frameworks to measure and manage greenhouse gas (GHG) emissions from private and public sector operations, value chains and mitigation actions.

Building on a 20-year partnership between World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), GHG Protocol works with governments, industry associations, NGOs, businesses and other organisations.

It offers online training on its standards and tools, as well as the "Built on GHG Protocol" review service, which recognizes sector guidance, product rules and tools that are in conformance with GHG Protocol standards.

2. Long list: legal sources and other references

GUIDELINES

- UN Guiding Principles on Business and Human Rights
- DE National Action Plan
- OECD Guidelines for Multinational Enterprises

TREATIES AND RELATED

- Universal Declaration of Human Rights
- Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities
- Declaration on the Rights of Indigenous Peoples
- International Covenant on Civil and Political Rights
- Optional Protocol to the International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- Optional Protocol to the International Covenant on Economic, Social and Cultural Rights
- Convention on the Rights of the Child
- International Convention on the Elimination of All Forms of Racial Discrimination
- Convention on the Elimination of All Forms of Discrimination Against Women
- Convention on the Rights of Persons with Disabilities
- ILO Declaration on Fundamental Principles and Rights at Work
- ILO Tripartite declaration of principles concerning multinational enterprises and social policy
- ILO core convention: Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)
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- ILO core convention: Forced Labour Convention, 1930 (No. 29) and its 2014 Protocol
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- ILO core convention: Minimum Age Convention, 1973 (No. 138)
- ILO core convention: Worst Forms of Child Labour Convention, 1999 (No. 182)
- ILO core convention: Equal Remuneration Convention, 1951 (No. 100)
- ILO core convention: Discrimination (Employment and Occupation) Convention, 1958 (No. 111)
- ILO core convention: Occupational Safety and Health Convention, 1981 (No. 155)
- ILO core convention: Employment and Service Convention, 1948 (No. 88)
- ILO core convention: Minimum Wage Fixing Convention, 1970 (No.131)
- Minamata Convention on Mercury
- Stockholm Convention on Persistent Organic Pollutants (POPs Convention)
- Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal
- Waste Framework Directive

3. LkSG and relevant international law

HUMAN RIGHTS (HR) AND ENVIRONMENT (E)		DE LAW	INTERNATIONAL LAW
Type	Content	DE LkSG	Legal Basis
HR	No Child Employment/Labour	§1. (2) 1.	ILO fundamental convention No. 138
HR	No Worst Forms of Child Labor	§1. (2) 2.	ILO fundamental convention No. 182; Convention on the Rights of the Child Art. 32; International Covenant on Economic, Social and Cultural Rights Art. 10
HR	No Forced Labour	§1. (2) 3.	ILO fundamental convention No. 29; International Covenant on Civil and Political Rights Art. 8
HR	No Slavery	§1. (2) 4.	Universal Declaration of Human Rights Art. 4; International Covenant on Civil and Political Rights Art. 8
HR	Occupational Health and Safety	§1. (2) 5.	International Covenant on Economic, Social and Cultural Rights Art. 7
HR	Freedom of Association	§1. (2) 6.	Universal Declaration of Human Rights Art. 20; International Covenant on Civil and Political Rights Art. 21, 22; International Covenant on Economic, Social and Cultural Rights Art. 8; ILO fundamental convention No. 87, 98
HR	No Discrimination in Employment	§1. (2) 7.	ILO fundamental convention No. 100, 111; International Covenant on Economic, Social and Cultural Rights Art. 7
HR	Adequate Wage/Remuneration	§1. (2) 8.	International Covenant on Economic, Social and Cultural Rights Art. 7
HR/E	No Environmental Degradation: Harmful Soil change, Water or Air Pollution, Harmful Emissions or Excessive Water Consumption	§1. (2) 9.	Universal Declaration of Human Rights Art. 3; International Covenant on Civil and Political Rights Art. 5; International Covenant on Economic, Social and Cultural Rights Art. 12
HR	No Unlawful Eviction or Deprivation of Land, Forests and Waters	§1. (2) 10.	International Covenant on Economic, Social and Cultural Rights Art. 11
HR	No Unlawful Use of Security Force	§1. (2) 11.	Universal Declaration of Human Rights Art. 3
E	No Manufacturing, Using, Treating Mercury	§1. (3) 1.-3.	Minamata Convention on Mercury Art. 4 Sect. 1, Annex A Part I; Art. 5 Sect. 2, Annex B Part I; Art. 3
E	No Producing and Using Harmful Chemicals	§1. (3) 4.	Stockholm Convention on Persistent Organic Pollutants (POPs Convention) Art. 3 Sect. 1 (a), Annex A
E	No Non-Environmental Way of Handling, Collecting, Storing and Disposal of Waste	§1. (3) 5.	Stockholm Convention on Persistent Organic Pollutants (POPs Convention) Art. 6, Sect. 1 (d) (i) & (ii)
E	No Export and Import of Hazardous Waste	§1. (3) 6.-8.	Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal Art. 1, 2 & 4

4. Viessmann's main Supplier countries and their ratification of international treaties

	China	FR	DE	POL	HUNG	ROM	BULG	CANADA	INDIA	USA
ILO 138										
- Ratifiers/Non ratifiers	✓	✓	✓	✓	✓	✓	✓	✓	✓	-
- Detail	16 yo	16 yo	16 yo	16 yo	16 yo	16 yo	16 yo	16 yo	16 yo	-
ILO 182										
- Ratifiers/Non ratifiers	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
- Detail	2002	2001	2001	2002	2002	2000	2000	2000	2017	1999
ILO 29										
- Ratifiers/Non ratifiers	Not in force	✓	✓	✓	✓	✓	✓	✓	✓	-
- Detail		1937	1956	1958	1956	1957	1932	2011	1954	-
ILO 155										
- Ratifiers/Non ratifiers	✓	-	-	-	✓	-	-	-	-	-
- Detail	2007				1994					
ILO 187										
- Ratifiers/Non ratifiers	-	✓	✓	-	-	-	-	✓	-	-
- Detail		2014	2010					2011		
ILO 98 Freedom of association and protection of the right to organise convention										
- Ratifiers/Non ratifiers	-	✓	✓	✓	✓	✓	✓	✓	-	-
- Detail		1951	1958	1957	1957	1958	1959	2017		
ILO 100 Equal treatment and opportunities										
- Ratifiers/Non ratifiers	✓	✓	✓	✓	✓	✓	✓	✓	✓	-
- Detail	1990	1953	1956	1954	1956	1956	1955	1972	1958	
ILO 111 Discrimination in Respect of Employment and Occupation										
- Ratifiers/Non ratifiers	✓	✓	✓	✓	✓	✓	✓	✓	✓	-
- Detail	2006	1981	1961	1961	1961	1973	1960	1964	1960	

	China	FR	DE	POL	HUNG	ROM	BULG	CANADA	INDIA	USA
International Covenant on Economic, Social and Cultural Rights										
- Status	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	Signatory
- Date of signature	27.10.1997	04.11.1980	09.10.1968	09.10.1968	25.03.1969	27.06.1968	08.10.1968	-	-	05.10.1977
- Date of ratification	27.03.2001	-	17.12.1973	18.03.1977	17.01.1974	09.12.1974	21.09.1970	19.05.1976	10.04.1979	-
- Acceptance of individual communication procedures	-	18.03.2015	-	-	-	-	-	-	-	-
International Covenant on Civil and Political Rights										
- Status	Signatory	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party
- Date of signature	05.10.1998	04.11.1980	09.10.1968	02.03.1967	25.03.1969	27.06.1968	08.10.1968	19.05.1976	10.04.1979	05.10.1977
- Date of ratification	-	-	17.12.1973	17.12.1973	17.01.1974	09.12.1974	21.09.1970	-	-	08.06.1992
- Acceptance of individual communication procedures	-	17.02.1984	25.08.1993	07.11.1991	07.09.1988	20.07.1993	26.03.1992	19.05.1976	-	-
Convention on the Rights of the Child										
- Status	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	Signatory
- Date of signature	28.08.1990	26.01.1990	26.01.1990	26.01.1990	14.03.1990	26.01.1990	31.05.1990	28.05.1990	-	16.02.1995
- Date of ratification	02.03.1992	08.08.1990	06.03.1992	07.06.1991	07.10.1991	28.09.1990	03.06.1991	13.12.1991	11.12.1992	-
- Acceptance of individual communication procedures	-	07.01.2016	28.02.2013	-	-	-	-	-	-	-
- Acceptance of inquiry procedure	-	07.01.2016	28.02.2013	-	-	-	-	-	-	-
International Convention on the Elimination of All Forms of Racial Discrimination										
- Status	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party
- Date of signature	-	-	10.02.1967	07.03.1966	15.09.1966	-	01.06.1966	24.08.1966	02.03.1967	28.9.1966
- Date of ratification	29.12.1991	28.07.1971	16.05.1969	05.12.1968	04.05.1967	15.09.1970	08.08.1966	14.10.1970	03.12.1968	21.10.1994
- Acceptance of individual communication procedures	-	16.08.1982	30.08.2001	01.12.1998	13.09.1989	21.03.2003	12.05.1993	-	-	-
Convention on the Elimination of All Forms of Discrimination Against Women										
- Status	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	Signatory
- Date of signature	17.07.1980	17.07.1980	17.07.1980	29.05.1980	06.06.1980	04.09.1980	17.07.1980	1980	1980	1980
- Date of ratification	04.11.1980	14.12.1983	10.07.1985	30.07.1980	22.12.1980	07.01.1982	1982	1981	1993	-
- Acceptance of individual communication procedures	-	09.06.2000	15.01.2002	22.12.2003	22.12.2000	25.08.2003	2006	2002	-	-
- Acceptance of inquiry procedure	-	09.06.2000	15.01.2002	22.12.2003	22.12.2000	25.08.2003	2006	2002	-	-
Convention on the Rights of Persons with Disabilities										
- Status	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	Signatory
- Date of signature	2007	2007	2007	2007	2007	2007	2007	2007	2007	2009
- Date of ratification	2008	2010	2009	2012	2007	2011	2012	2010	2007	-
- Acceptance of individual communication procedures	-	2010	2009	-	2007	-	-	2018	-	-
- Acceptance of inquiry procedure	-	2010	2009	-	2007	-	-	2018	-	-
Stockholm Convention on Persistent Organic Pollutants										
- Status	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	Signatory
- Date of signature	2001	2001	2001	2001	2001	2001	2001	2001	2002	2001
- Date of ratification	2004	2004 (AA)	2002	2008	2008	2004	2004	2001	2006	-
Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal										
- Status	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	Signatory
- Date of signature	1990	1989	1989	1990	1989	-	-	1989	1990	1990
- Date of ratification	1991	1991 (A)	1995	1992	1990 (AA)	1991 (A)	1996 (A)	1992	1992	-
- Entry into force	1992	1992	1995	1992	1992	1992	1996	1992	1992	-
Minamata Convention on Mercury										
- Status	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	State Party	Signatory
- Date of signature	2013	2013	2013	2014	2013	2013	2013	2013	2014	2013
- Date of ratification	2016	2017	2017	2021	2017	2017	2017	2017	2018	-

(A): acceptance
(AA) : Approval

5. Hazardous materials (Persistent Organic Pollutants) listed by the Stockholm Convention

To be noted : the following list of hazardous materials is updated on a regular basis. You can find the updated list through this link : <http://chm.pops.int/TheConvention/ThePOPs/ListingofPOPs/tabid/2509/Default.aspx>

A. Elimination

Suppliers must take measures to eliminate the production and use of chemicals listed below.

Aldrin ●	Chlordane ●	Chlordecone ●
Decabromodiphenyl ether (Commercial mixture, c-decaBDE) ▲	Dicofol ●	Dieldrin ●
Endrin ●	Heptachlor ●	
Hexabromobiphenyl ▲	Hexabromocyclododecane (HBCDD) ▲	Hexabromodiphenyl ether and heptabromodiphenyl ether ▲
Hexachlorobenzene (HCB) ●▲	Hexachlorobutadiene ▲	Alpha hexachlorocyclohexane ●
Beta hexachlorocyclohexane ●	Lindane ●	Mirex ●
Pentachlorobenzene ●▲	Pentachlorophenol and its salts and esters ●	Polychlorinated biphenyls (PCB) ▲
Polychlorinated naphthalenes ▲	Perfluorooctanoic acid (PFOA), its salts and PFOA-related compounds ▲	Short-chain chlorinated paraffins (SCCPs) ▲
Technical endosulfan and its related isomers ●	Tetrabromodiphenyl ether and pentabromodiphenyl ether ▲	Toxaphene ●

● = pesticide
▲ = industrial chemical

B. Restriction

Suppliers must take measures to reduce the production and use of the chemicals listed below with the goal of continuing minimization and, where feasible, ultimate elimination.

DDT ●	Perfluorooctane sulfonic acid (PFOS=, its salts and perfluorooctane sulfonyl fluoride (PFOSF) ●▲
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● = pesticide
▲ = industrial chemical

C. Unintentional production

Suppliers must take measures to reduce the unintentional release of chemicals listed below with the goal of continuing minimization and where feasible, ultimate elimination.

Hexachlorobenzene (HCB) ■	Hexachlorobutadiene (HCBD) ■	Pentachlorobenzene ■	Polychlorinated biphenyls (PCB) ■
Polychlorinated dibenzo- <i>p</i> -dioxins (PCDD) ■		Polychlorinated dibenzofurans (PCDF) ■	Polychlorinated naphthalenes ■

■ = unintentional production

6. 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

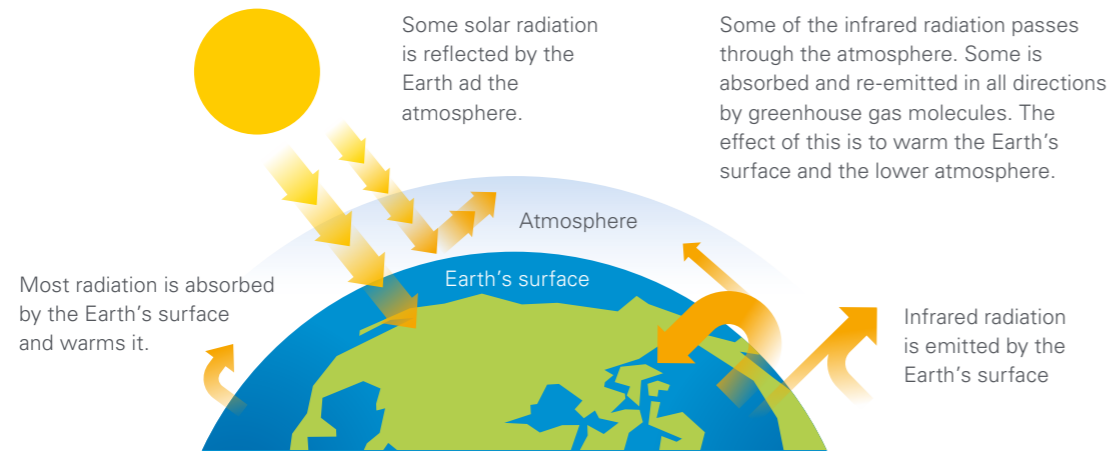
UNSDGs: United Nations Sustainable Development Goals

UNGC: United Nations Global Compact

7. Glossary

ENVIRONMENT

The Greenhouse Effect



The graphic you see here above represents a key point when talking about global warming : the fact that the earth's temperature depends on the balance between the energy entering the planet's system and the one leaving it. This is what the main line of arrows on the left part of the graphic represents. Certain gases in the atmosphere absorb energy, slowing or preventing the loss of heat to space. These gases are known as "greenhouse gases." They act like a blanket, making the earth warmer than it would otherwise be. This process, commonly known as the "greenhouse effect," is natural and necessary to support life. However, the recent buildup of greenhouse gases in the atmosphere from human activities has changed the earth's climate and resulted in dangerous effects to human health and welfare and to ecosystems. In other words, the balance between the energy entering and the one going out of the planet's system is deregulated. Carbon dioxide, methane or nitrous oxide are examples of greenhouse gases. Once again, at a certain quantity they are completely natural. Nevertheless, since 1950, most of the warming has been caused by human emissions of greenhouse gases. They come from a variety of human activities including burning fossil fuels for heat and energy, clearing forests, fertilising crops, or storing waste in landfills.

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.

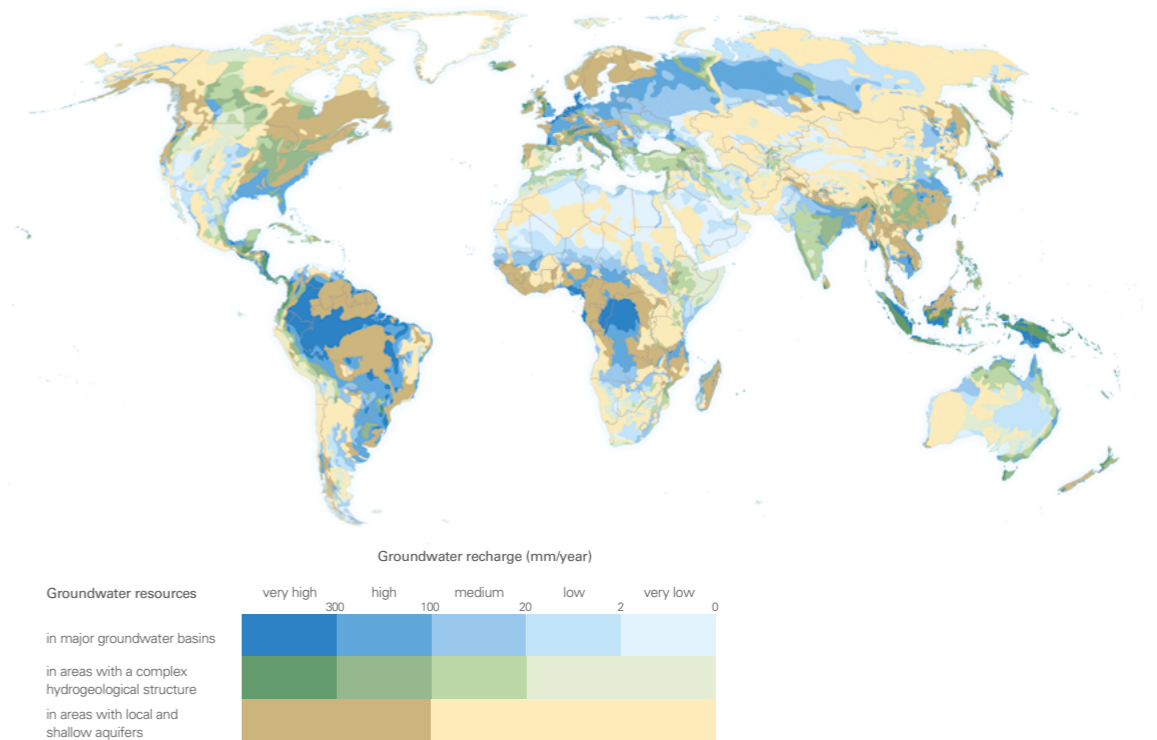
Scope 2: emissions that a company causes indirectly when the energy it purchases and uses is produced.

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.

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