COMMON STANDARDS
FOR RESPONSIBLE COLLABORATIONS

Supplier Code of Conduct


MODE
05524
GREY
05525

Dear Sir or Madam,

List General Contractor GmbH (List GC) stands for the highest quality standards, responsible conduct, and long-term partnerships. Ethical principles, sustainability, and fair dealing with our business partners form the essential basis of our actions.

With our Supplier Code of Conduct, we create a common framework for cooperation with suppliers and subcontractors and define the fundamental expectations associated with it.

As an important partner of our company, we would like to involve you in the introduction of the Supplier Code of Conduct. Please review the attached Code of Conduct and return the signed confirmation within three weeks. If available, please also provide relevant certificates and evidence relating to the topics covered in the Code.

We thank you for your cooperation and look forward to continued successful collaboration!

Yours sincerely,



Sonja Glibusic, Stefan Zingl

1 Purchasing Principles

The purchasing principles of List GC complement the applicable purchasing terms, framework contracts, and project-specific agreements, and form the framework for procurement decisions and collaboration with our suppliers and partners.

Procurement decisions are guided by the respective project requirements and are made in an **economically sound, transparent,** and **traceable** manner. The basis of a successful collaboration are **long-term** and **fair business relationships,** mutual reliability, and **open** and **early communication**.

Together with capable suppliers and subcontractors, we develop a sustainable and reliable **partner network**. In doing so, we consider not only economic and legal regulations but also ecological and social aspects, as well as our internally defined **sustainability principles.**

We use insights from projects and feedback from our partners to continuously improve our collaboration and procurement processes.

2 Sustainability

Sustainable and responsible action is an essential part of our collaboration. We take ecological and social aspects as well as legal and ethical principles into account and expect corresponding responsibility from our partners.

a) Environment

Environmental and climate protection, as well as careful handling of natural resources, are important corporate objectives of List GC. We comply with applicable environmental laws, regulations, and other environmental requirements and expect the same from our suppliers and partners.

Our suppliers commit in particular to:

- comply with applicable environmental laws, regulations, and other environmental provisions,
- use natural resources responsibly and as efficiently as possible,
- continuously reduce energy consumption and related emissions within their capabilities,
- document and monitor their own CO2 footprint where possible and implement reduction measures,
- comply with legal requirements for handling hazardous substances, chemicals, and materials, and, as far as technically and economically feasible, reduce or avoid their use, and
- avoid, reduce, and direct waste to appropriate reuse or recovery.

b) Social

List GC stands for safe and fair working conditions and a responsible approach to all persons involved in the value chain. We expect our suppliers and partners to comply with applicable labor and social law provisions and to respect fundamental human and worker rights.

Our suppliers commit particularly to:

- ensure safe and healthy working conditions and appropriate occupational health and safety measures,
- consider applicable legal regulations on working and rest periods,
- comply with applicable legal and collective or tariff-based remuneration requirements,
- reject all forms of child labor, forced or compulsory labor,
- ensure equal treatment of employees, and
- prevent any form of discrimination.

c) Governance and Compliance

Lawful, integral, and responsible action forms a fundamental basis of our business and trusted collaboration. We therefore require legal compliance and recognized ethical principles from our suppliers and partners as well.

This includes in particular:

- compliance with all applicable laws and regulatory requirements,
- rejection of corruption, bribery, and other improper advantages,
- avoidance and disclosure of potential conflicts of interest,
- compliance with applicable competition and antitrust laws,
- responsible handling of confidential information and personal data,
- immediate reporting of material violations or well-founded suspicions that could affect the business relationship with List GC,
- appropriate channels to report possible compliance violations confidentially, as legally required or appropriate given the size and risk profile of the company.

Possible violations of legal provisions, this Supplier Code, or other agreed compliance requirements should be communicated early and openly.



3 Responsibility in the Supply Chain

The responsibility for compliance with the principles defined in this Supplier Code is not limited to the deliveries and services provided directly by the supplier. If subcontractors or subcontractors are used, especially for external production or assembly services, they must be appropriately included in the responsibility within the supply chain.

Our suppliers commit in particular to:

- ensure appropriate transparency regarding origin and source of materials and raw materials with increased supply chain risk and provide available proof upon request,
- convey the major requirements List GC has for used subcontractors and sub-suppliers,
- select subcontractors based on reliability, capability, and compliance with relevant requirements,
- provide appropriate transparency about essential supply chains and involved partners upon request,
- reasonably support List GC in required risk analyses within the supply chain, and
- provide legally required or contractually necessary proofs, permits, and documents in a timely and, as needed for service delivery, unsolicited manner.

4 Risks and Information Duty

Early and transparent communication is essential to identify risks and deviations in time and to take appropriate measures.

Our suppliers commit to inform List GC as early as possible about significant events or changes, if they could affect agreed deliveries and services, ongoing projects, or the business relationship.

This concerns in particular:

- imminent schedule, delivery, or quality deviations,
- capacity, raw material, or material shortages,
- significant production problems or machine/plant outages,
- proactive coordination of required and available capacities,
- significant personnel bottlenecks,
- identifiable difficulties or insolvency risks,
- natural disasters and other force majeure events,
- cyberattacks with potential impacts on performance or protection of relevant data,
- significant compliance violations,
- relevant changes in ownership or corporate structure, and
- foreseeable impacts on agreed costs or deadlines.

The information should, where possible, be provided before the deviation occurs and include the cause, expected impact, and potential countermeasures.

Appropriate measures will be agreed in consultation with List GC. Required adjustments to deadlines, resources, or scope of services require coordination and do not affect contractual obligations.



5 Quality

The quality of delivered products and performed services is a key element of a successful project. Our suppliers commit to comply with the agreed quality requirements, technical specifications, and project-specific standards, and to ensure quality across the entire scope of services.

This includes in particular:

- consistent and reproducible quality,
- compliance with agreed technical specifications, materials, and quality requirements,
- traceable and adequately documented processes,
- continuous improvement of quality-relevant processes,
- systematic root-cause analysis for deviations and
- professional, solution-oriented, and timely handling of complaints.

Identified or foreseen quality deviations must be communicated early and appropriate corrective actions coordinated with List GC.

6 Collaboration

List GC relies on long-term, trustful, and fair business relationships with suppliers and subcontractors. This is based on open and reliable communication and a cooperative and solution-oriented handling of challenges.

We expect our suppliers to actively contribute their experience and expertise, identify improvement opportunities, and work with us toward successful project delivery.

7 Implementation and Compliance

Compliance with the principles defined in this Supplier Code is a fundamental basis of our collaboration. To ensure and further develop these requirements, List GC reserves the right to request appropriate proofs or information if needed and to discuss their implementation during supplier meetings or on-site visits.

If deviations are found, appropriate improvement measures should be agreed and their implementation monitored. In the case of serious or repeated violations, List GC reserves the right to review further awarding and the continuation of the business relationship.

The supplier confirms that it has received, read, and understood List GC's Supplier Code and will comply with the principles defined therein in its business activities.

Company: _____

Name/Position: _____

Date: _____

Company signature: _____



List General Contractor GmbH
List-Strasse 1, 2822 Bad Erlach, Austria, +43 2627 206

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