

Code of Conduct for Suppliers

The supplier acknowledges that the client has subjected itself to a Code of Conduct, which specifies the basic principles and behavioural requirements for the client's employees and general requirements for our business partners.

The supplier undertakes to and shall ensure the following in accordance with the client's values:

- a) Compliance with all legal regulations and statutory provisions
- b) Payment only for legitimate provision and delivery of services in accordance with the contract
- c) Refrain from demanding, accepting, offering, or granting bribes, benefits or other interests that are illegal or offend common decency and confirm that there are no facilitators who would receive or have received a personal and/or financial benefit in connection with the conclusion of any agreements with the client
- d) Compliance with the principles of the International Labour Organisation (ILO) regarding the rights of the employees and their working conditions, especially the respect for human rights, the ban on child and forced labour, compliance with minimum standards in the field of safety at work and health protection, the guarantee of adequate wages, equality and non-discrimination of employees, the right to free speech, the freedom of assembly and association, as well as the right to representation of interests and collective bargaining
- e) Compliance with all statutory provisions regarding the protection and preservation of the environment

The supplier shall also transfer these obligations to any of its sub-contractors.

Furthermore, the client strongly cares about social responsibility and commitment as well as climate and environmental protection and will thus consider these factors as criteria when awarding the contract.

The client has the right to verify the supplier's adherence to these obligations.

Any violation of any of the principles and stipulations in this agreement would have far-reaching consequences for the relationship between supplier and client. In case of non-compliance or violation, the client shall be entitled to terminate the agreement with immediate effect. The client reserves the right to take legal action and assert claims against the supplier.