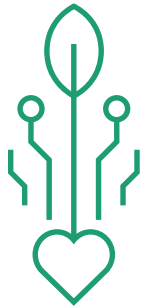


# Business Code for Suppliers

As a company operating across borders, in a wide range of jurisdictions with local and international laws and regulations, we are dedicated and committed to developing a sustainable culture and business practices. We expect both our employees, our suppliers and other business partners to comply with the law and act ethically at all times and to contribute to our sustainability profile by demonstrating the same high ethical standards as ours.



## Health & Safety

We provide a safe workplace to our employees throughout all aspects of our activities. We comply with all applicable health and safety laws and regulations and take appropriate action to prevent occupational illnesses and work-related accidents.



## Ethical Business

We focus on complying with all local and international anti-corruption laws, principles and standards and we avoid all forms of corruption and bribery, including financial exploitation, gifts and unethical agreements.



## Environment

We wish to provide future generations with good environmental conditions by reducing our environmental footprint, energy and material consumption, waste, emissions to air and growing our positive handprint, by developing energy-saving products.



## Social Responsibility

We find strength through diversity and local engagement. We strive to reflect a global society and are therefore attentive to diversity in terms of ethnicity, gender, sexuality, age, religion, disability, educational background, political view or union membership.



## Human Rights

We act in observance of human rights and will not be directly or indirectly involved in any human rights violations, such as child labour or forced labour, at any stage of our business activities.



## Compliance

Our Code of Conduct establishes requirements for all of our suppliers. We assume them to share our approach and be in compliance with this document as well as local and international laws and regulations. We expect our suppliers to conduct their own due diligence.

We approve and follow the above.

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

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

Title: \_\_\_\_\_

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