

This Code of Conduct defines the basic requirements placed on the Kurtz Group's suppliers of goods and services concerning their responsibilities towards man and the environment. Kurtz reserves the right to reasonably change the requirements of this Code of Conduct due to changes of the Kurtz Group's Corporate Governance. In such event Kurtz expects the supplier to accept those reasonable changes.

The supplier declares herewith:

- **Legal compliance**
 - to comply with the laws of the applicable legal system(s).
- **Prohibition of corruption and bribery**
 - to tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.
- **Respect for the basic human rights of employees**
 - to promote equal opportunities for and treatment of its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
 - to respect the personal dignity, privacy and rights of each individual;
 - to refuse to employ or make anyone work against his will;
 - to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
 - to prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative;
 - to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
 - to comply with the maximum number of working hours laid down in the applicable laws;
 - to recognize, as far as legally possible, the right of free association of employees and to neither favour nor discriminate against members of employee organizations or trade unions.
- **Prohibition of child labour**
 - to employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.
- **Health and safety of employees**
 - to take responsibility for the health and safety of its employees;
 - to control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases;
 - to provide training and ensure that employees are educated in health and safety issues;
 - to set up or use an occupational health & safety management system according to OHSAS 18001 or equivalent.
- **Environmental protection**
 - to act in accordance with the applicable statutory and international standards regarding environmental protection;
 - to minimize environmental pollution and make continuous improvements in environmental protection;
 - to set up or use an environmental management system according to ISO 14001 or equivalent.
- **Supply chain**
 - to use best efforts to promote among its suppliers compliance with this Code of Conduct;
 - to comply with the principles of non-discrimination with regard to supplier selection and treatment.

Declaration of the supplier

Upon accepting our orders the supplier confirms compliance with the principles stated in our Code of Conduct as follows:

1. We have received a copy of the "Code of Conduct for Suppliers of the Kurtz Group" (hereinafter "Code of Conduct") and hereby commit ourselves, in addition to our commitments set out in the supply agreements with Kurtz, to comply with its principles and requirements.
2. We will provide Kurtz upon request with a written self assessment as required by Kurtz within reasonable time after such request, as far as and inasmuch as self assessment is legally allowed and no contractual obligations especially with regard to non-disclosure are violated and the protection of trade and business secrets is not at stake.
3. We agree that Kurtz or a third party appointed by Kurtz may carry out inspections (audits) with our presence on our premises during our normal working and business hours after reasonable written announcement in advance in order to verify our compliance with the Code of Conduct.
4. We confirm that we use best efforts to forward the contents of the Code of Conduct to our suppliers and to convince them to meet the principles and requirements of this Code of Conduct.
5. We agree that this declaration is subject to the substantive law which is set out in the supply agreement concluded between Kurtz and us and that, in the event no such agreement is yet established, is subject to the substantive law in force in Switzerland without reference to any of its conflict of law rules.