

## **DESAPRO Code of Conduct for Suppliers**

DESAPRO strives to obtain sustainable development in all of its operations. DESAPRO promotes ethical business practices and fair competition. DESAPRO and its suppliers are expected to abide by all economical, ethical, and environmental laws and regulations.

DESAPRO and its employees have undertaken to act in accordance with DESAPRO's Code of Conduct. The purpose of this Supplier Code of Conduct (SCoC) is to communicate the common set of ethical and business principles to guide our daily work with our suppliers. Sustainability must be extended to our supplier's value chains. We expect all our suppliers and other business partners to respect the principles of this SCoC. Furthermore, the Suppliers shall ensure that their subcontractors are informed and they comply with this principles set out in this SCoC.

### **Principals**

- The Supplier shall act in accordance with all legal provisions in its respective country and in accordance with the international applicable business rules.
- The supplier shall pledge to respect the Universal Declaration of Human Rights of the United Nations.
- The Supplier shall treat its partners and employees with respect, trust, honesty and appreciation.

### **Environmental Safety**

The Supplier shall respect all legal provisions regarding environmental protection in its respective country related to the workplace, the products produced and the methods of manufacture.

### **Human rights, safety and company integrity**

DESAPRO expects that the supplier shall neither tolerate the following conditions in its company nor in its supply chain.

- Forced labor
- Child labor
- Physical, psychologic and sexual assaults
- Anti-corruption: Any form of corruption or bribery
- Fraudulent competition
- Forwarding or sharing customer data or documents to third parties without approval from the relevant customer

DESAPRO expects the supplier to promote the following conditions in its company and supply chain:

- Observance of International Labor Organization (ILO) Core standards [www.ilo.org](http://www.ilo.org)
- Freedom of association

- Non-discrimination and equal opportunities: Fair and equal treatment independent of race, color, caste, religion, gender, gender identity or expression, age, national, social or ethnic origin, disability or sexual orientation or any other status or characteristic that is not related to the individual's merit or the inherent requirements of the job
- Observance of legal regulations in the respect to working times and overtime working as well as legal regulations in respect to salaries, overtime pay and benefits
- Provide clean, safe and healthy working conditions and environment in compliance with all legally mandated standards for workplace health and safety in the countries in which they operate
- Respect of the intellectual properties
- Confidentiality in handling of operational or business secrets of it partners.

#### Confirmation

We have received the SCoC of DESAPRO, will comply with the standards and strive for its observance in our company and supply chain. We agree that this SCoC can be reviewed and checked during an audit or supplier visit. We agree that failing to comply with this SCoC can lead to an immediate termination of the business relationship.

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Date/Place

Name

Signature and Company stamp