

CODE OF CONDUCT

for

SEIDENBACH S.À R.L. CORE SUPPLIERS

A core supplier of Seidenbach S.à r.l. adheres to the following through a duly signed contract:

1. All laws in the country in which Seidenbach S.à r.l. related operations are conducted are followed.
2. All principles outlined below regarding labour conditions, environmental effects and animal treatment is accepted and followed, unless contradicted by any applicable law in the country in which Seidenbach S.à r.l. related operations are conducted.
3. Access to facilities in which Seidenbach S.à r.l. related operations are conducted is granted to Seidenbach S.à r.l. representatives upon request.

The principles herein are not stated in order of importance; they are all equally important.

No discrimination

Employees are not discriminated based on gender, age, race, political views, religion, social background or any other reason.

Salaries

Only voluntary and paid labour force is used. Salaries are paid in full and directly to each employee on agreed terms and point in times. The salaries are the higher of the legally based minimum wage or the level which corresponds to the norm within the industry.

Working hours

Ordinary working time does not exceed what is legally allowed. Overtime is voluntary and compensated. At least one day per week off from work exist. Employees are allowed to benefit from legal rights concerning vacation, sick leave and parental leave without any negative consequences.

Compensation in case of injury or death

Employees are compensated according to applicable laws if injured during work. In case of death, the compensation is paid to the family.

Child labour

No children, as defined by valid laws, are employed by our suppliers.

Freedom of association

Employees have the free and full right to be part of an association, be it a cooperation or union as long as it is not banished by law.

Working conditions

Working facilities are clean and safe. No physical or psychological harassments or punishments exist. Ventilation and lighting is adequate. First aid kits exist and are used in case of an accident. All employees are informed about safety routines.

Recycling

Any negative effects on the environment caused by the operations are continuously tried to be decreased and any unused materials is recycled as far as possible.

Animal treatment

Appropriate actions are taken to secure a worthy treatment of animals during upraising, transport and while at the production facility if applicable. Any misuse will be reported without any delay.

Endangered species

No endangered species are dealt with or used what so ever or in any sense.