

## Code of Conduct

### The Partner Declares Herewith:

1. In the past 10 years, your company has not been subject to allegations regarding corruption or bribery.
2. Legal compliance
  - 2.1. Your company complies with the laws of the applicable legal system(s).
3. Prohibition of corruption and bribery
  - 3.1. Your company tolerates no form of and will not 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.
4. Respect for the basic human rights of employees
  - 4.1. Your company promotes 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.
  - 4.2. Your company respects the personal dignity, privacy, and rights of each individual.
  - 4.3. Your company refuses to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment, or discrimination.
  - 4.4. Your company prohibits behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.
5. Health and safety of employees
  - 5.1. Your company takes responsibility for the health and safety of its employees.
6. Supply chain
  - 6.1. Your company uses reasonable efforts to promote, among its suppliers & partners compliance with this Code of Conduct.
  - 6.2. Your company complies with the principles of non-discrimination regarding suppliers & partner selection and treatment.