

Code of Conduct for Suppliers

Aqseptence Group and its group companies are bound by the principles of ethical behavior, integrity and compliance. Adherence to the Code of Conduct as well as the principles of the United Nations Global Compact Initiative (Global Compact Initiative) is mandatory for all Aqseptence Group employees.

Also from its suppliers, Aqseptence Group expects integrity and ethical, law-abiding behavior in line with the Global Compact Initiative and the minimum standards set out below.

Counteracting Corruption

Suppliers actively and consistently counteract criminal or unethical influence on decisions taken by the Aqseptence Group or other companies and institutions and fight corruptibility within their own companies.

Counteracting Bid Rigging

Suppliers do not participate in anti-competitive bid rigging and take action against illegal cartels.

Counteracting Illegal Employment

Suppliers comply with the applicable legal requirements and effectively eliminate illegal employment.

Respect for the Fundamental Rights of Employees

Suppliers respect the health, safety and personal rights of their employees and adhere to the principles of respect, fairness and non-discrimination. They employ and remunerate their employees on the basis of fair and compliant contracts. They maintain international minimum labor standards.

Respect for the Environment

Suppliers observe relevant legal environmental standards and minimize environmental pollution.

Aqseptence Group requests from its suppliers to require their own suppliers also to comply with the principles of the Global Compact Initiative and the minimum standards of this Code of Conduct.

If there are reasonable grounds to believe that a supplier has violated this Code of Conduct or if a supplier, in case a suspicious case arises, fails to meet his obligations to resolve the case sufficiently and to cooperate, Aqseptence Group can end all business relations with the supplier on the basis of existing contractual or legal rights, immediately. In the event of a violation of this Code of Conduct, Aqseptence Group retains the right to initiate further legal measures, particularly damage claims.

The supplier hereby declares:

1. We have received this Code of Conduct for Suppliers and, in addition to our other contractual obligations vis-à-vis with Aqseptence Group, hereby agree to abide by it.
2. We understand that this declaration is based on the current national law of every Aqseptence Group subsidiary (excluding the standards of international privacy law).

Location, date

Company stamp

Signature of supplier

Name (in block letters), function