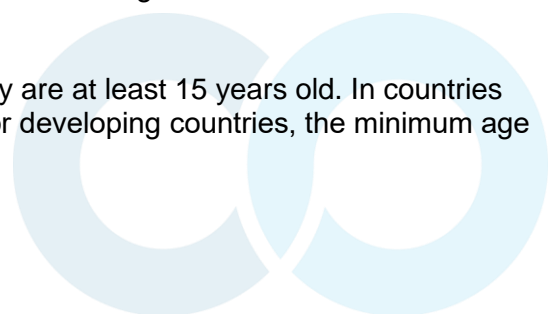


Code of Conduct for suppliers and business partners with intermediary functions

This code of conduct defines the basic principles and requirements of BECOM for their suppliers and business partners with intermediary functions in relation to their responsibility towards humanity and the environment. BECOM reserves the right to change the requirements of this code of conduct where there are appropriate changes to the BECOM compliance programme. In this case BECOM expects their suppliers to accept such appropriate changes.

The supplier and/or business partner with intermediary function hereby declares:

- **Compliance with laws**
 - to comply with the laws of the applicable jurisdictions.
- **A ban on corruption and bribery**
 - not to tolerate corruption or bribery in any form and not to involve themselves in it in any way directly or indirectly as well as not to offer, guarantee or promise any contribution to government officials or counterparties in the private sector to influence official activities or receive an unfair advantage.
- **Fair competition, competition law and intellectual property law**
 - to act in accordance with national and international competition laws and no to involve themselves in price fixing, allocations of markets or customers, marketing agreements or bid rigging;
 - to respect the intellectual property rights of others.
- **Conflicts of interest**
 - to avoid all conflicts of interest that could have a negative effect on business relations.
- **Observation of the basic rights of workers**
 - to promote equal opportunities and equal treatment of their employees regardless of their skin colour, race, nationality, social background, any disabilities, sexual orientation, political or religious beliefs as well as their gender or age;
 - to respect the personal dignity, private life and personal rights of every individual;
 - not to employ or compel anyone to work against their will;
 - not to tolerate an unacceptable treatment of the workforce, for example physical severity, sexual and personal harassment or discrimination;
 - not to tolerate behaviour (including gestures, language and physical contact), which is sexual, coercive, threatening, abusive or exploitative;
 - to provide appropriate remuneration and to guarantee the legally set national minimum wage;
 - to comply with the legally set maximum working hours in each country;
 - in as far as legally permissible, to recognise the freedom of association of employees and to neither favour nor discriminate against members of workers' organisations or trade unions.
- **Ban on child labour**
 - not to employ any worker who cannot prove that they are at least 15 years old. In countries that fall under the ILO convention 138's exception for developing countries, the minimum age may be reduced to 14 years.



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- **Health and safety of employees**
 - To take responsibility for the health and safety of their employees;
 - to contain risks and to take the best possible precautionary measures against accidents and occupational illnesses;
 - to offer training and ensure that all employees are competent on the topic of work safety;
 - to establish and use an appropriate work safety management system.

- **Environmental protection**
 - to observe environmental protection in accordance with the legal norms and international standard;
 - to minimise environmental pollution and to continually improve environmental protection;
 - to establish and use an appropriate environment management system.

- **Supply chains**
 - to encourage their suppliers to comply appropriately with the Code of Conduct;
 - to comply with the basic principles of non-discrimination in the selection of supplier and in dealing with suppliers.

- **Conflict materials**
 - to meet appropriate measures regarding the avoidance of raw materials in products, which finance armed groups that threaten human rights directly and indirectly.

