

Code of Conduct for suppliers of the DURAG GROUP

This Code of Conduct defines the principles and requirements of the DURAG GROUP to its suppliers regarding their responsibility of people and environment. The DURAG GROUP expects from its suppliers:

Legal compliance

- To comply with the laws of the applicable jurisdiction.

Prohibition of corruption and bribery

- not to tolerate or engage in any form of corruption or bribery, including any unlawful offers of payment or similar inducements to authorities or employees of the DURAG GROUP companies in order to influence decision-making.

Fair competition, anti-trust laws and intellectual property rights

- to act in accordance with national and international competition laws
- not to participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors
- to respect the intellectual property rights of others.

Conflicts of interest

- to avoid all conflicts of interest that may adversely affect business relationships.

Health, safety and labour rights of employees

- to take responsibility for health and safety towards his own and other employees
- to reduce the risks and ensure the best possible prevention of accidents and occupational diseases
- to provide training and ensure that all employees are competent in the field of safety at work
- to establish, implement and maintain an occupational health and safety management system in accordance with ISO 45001 or equivalent
- to promote equal opportunities and treatment of its employees regardless of color, race, nationality, social origin, disability, sexual orientation, political or religious beliefs, gender or age.
- to respect the personal dignity, privacy and personal rights of each individual
- not to permit forced labour
- not to tolerate psychological hardship, sexual and personal harassment or discrimination
- to guarantee the national minimum wage laid down by law and to ensure appropriate remuneration accordingly
- to comply with working time regulations in accordance with ILO Conventions 1 and 14

Ethics- Moral behaviour

- to be committed to fair, ethical and transparent business practices

Environmental protection

- to respect the environment in terms of legal requirements and international standards
- to minimize environmental pollution, monitor environmental impacts and continuously improve environmental protection;
- to establish, implement and maintain an environmental management system in accordance with ISO 14001 or equivalent

Supply chains

- to promote compliance with the contents of this Code of Conduct among its own suppliers in the best possible way;
- to comply with the principles of non-discrimination with regard to supplier selection and treatment.

Dodd-Frank Act / Conflict Minerals

DURAG GROUP expects its suppliers to be able to declare to the best of their knowledge and belief that they have no reason to assume that the products contain conflict materials from the DR Congo or the neighbouring states named in the Dodd Frank Act. In the event that a supplier is unable to make such a declaration, it undertakes to inform DURAG GROUP of this in writing without delay and to provide DURAG GROUP on request with the completed document available for download in the following link.

<http://www.responsiblemineralsinitiative.org/conflict-minerals-reporting-template/>

Legal consequences

If a supplier or business partner of DURAG GROUP does not comply with the basic principles laid down in this Code of Conduct, DURAG GROUP is entitled to terminate the business relationship with this supplier or business partner by extraordinary notice. It is at the discretion of DURAG GROUP to waive such consequences and to take alternative measures instead, if the supplier or business partner credibly assures and can prove that he has immediately initiated countermeasures to avoid future violations.

I hereby confirm that I have read and understood the General Rules of Conduct (Code of Conduct) of the DURAG GROUP and hereby accept them on behalf of the company listed below.

Company: _____

Name and position: _____

Date: _____

Signature: _____