

CODE OF BUSINESS CONDUCT FOR SUPPLIERS

The Mäder Group aims at being the leading manufacturer and supplier of technically advanced coating solutions, with a local presence for our customers. Our values guide us in everything we do. As we are committed to fair business, responsibility, high ethical standards and continuous improvement, we intend to collaborate with all suppliers who are willing to share this commitment.

This Code of Conduct defines the minimum standards we expect our suppliers to respect and meet within their own operations and also within their supply chain. This Code of Conduct is based on UN Global Compact ten principles in the areas of human rights, labour, sustainable environment and anti-corruption.

1. Compliance with legal requirements

Supplier must:

Comply with all applicable national laws and regulations, industry minimum standards and with international conventions concerning social & working conditions, child labor and environmental protection.

2. Social and working conditions:

Supplier must:

- **Provide a healthy and safe working environment.**
Supplier is expected to take all necessary actions to prevent accidents and injury in the course of operations. The supplier has systems in place to recognize and avoid potential risks in its operations. If housing facilities are provided, supplier must ensure reasonable privacy, quietness and personal hygiene.
- **Pay at least the minimum legal wage and compensation for overtime by country law.**
Compensations must always be timely paid. Disciplinary deductions from wages are not allowed.
- **Prevent bribery and corruption.**
The supplier shall not pay or accept bribes, kickbacks or offer/promise any improper advantage directly or through intermediaries.

Supplier must not:

- **Make use of child labor.**
No child below 16 years is allowed to work, subject to exceptions allowed by national law. Employees under 18 are not allowed to work in hazardous conditions
- **Make use of forced or bonded labor.**
Employment must always be regular and voluntary. Employees must be entitled to terminate their employment after reasonable notice to employer. Employees are free to leave the premises of the supplier after completing standard workday.

- **Discriminate.**
All employees must be treated fairly and equally. Any form of mental or physical disciplinary action, harassment and abuse is not tolerated.
- **Use illegal overtime.**
Working hours must not be excessive and not exceed the statutory limit. Adequate rest periods must be regulated between supplier and employees. Overtime shall be voluntary and always be compensated.
- **Prevent workers from associating freely with any worker's association group of their choosing or collective bargaining.**
Employees must have the right to form and join trade unions and other worker organizations without harassment, interference or retaliation.

3. Environmental Impact:

Supplier must:

- Comply with the requirements of applicable environmental legislation and regulations in force.
- Work to reduce waste and emissions to air, ground and water.
- Handle chemicals in a safe way and protect employees according to the risks involved.
- Handle, store and dispose of hazardous waste in an environmental safe manner.
- Contribute to the recycling and reuse of materials and products.
- Have knowledge of the environmental impacts of its operations and strives to continuously improve environmental performance.

The supplier shall implement and integrate this Code of Conduct in his business and train employees, temporary workers and sub-contractors working on their premises on their rights and obligations as defined by this Code of Conduct and country laws. The Mäder group will assess supplier's compliance with this Code of Conduct by using Supplier self-assessment questionnaires, reviews and conducting on-site audits on suppliers and/or sub-contractors premises. We intend to use received information in our sourcing strategies, supplier evaluations and in determining with which suppliers we shall continue to engage and grow our business with. We want to develop the cooperation with our suppliers and we are willing to work together with suppliers in order to meet these requirements.

We (Supplier's Company Name) _____ confirm, that we accept requirements written in this Code of Conduct above.

Authorized Name and Position: _____

Signature: _____

Date: _____