

Supplier Code of Conduct

Since its foundation in 1981 PERGAN has put a focus on sustainability. Economic success, social responsibility and ecological measures to protect the environment have ever since been a vital part of PERGAN's business policy which includes social and ethical business practises as well as behavioural principles. The internal business model includes the main values of PERGAN's corporate culture and serves the staff as guide for their daily work.

As the basis of a continuous business relationship PERGAN also expects its suppliers to comply with all applicable laws, to accept some behavioural principles and to consider them in their business policy. PERGAN aims to encourage its business partners to use their best efforts to implement these standards also with their suppliers to further develop the sustainability along the supply chain. The latest version of this Supplier Code of Conduct can be found at www.pergan.com/en/sustainability.html.

Integrity

Fair competition: You confess to competition with fair means and the adherence to the applicable trust and trade law.

Integrity in business dealing: You tolerate no corruption (e.g. inappropriate gifts, business meals or invitations), bribery and money laundering (means the introduction of assets originating from criminal offenses).

Compliance with foreign trade laws: You follow all national and international foreign trade regulations, especially export sanctions and embargos.

Protecting intellectual property rights and respecting those of others: You protect company secrets so that they cannot be given to a third party. Their trade mark rights need to be respected as well.

Cooperation with authorities: You endeavour to maintain a cooperative relationship to authorities.

Data protection: You follow all applicable data protection laws and regulations.

Environment

Health and safety: You respect the compliance with health and safety in line with national regulations to the benefit of your employees. You protect your neighborhood, your environment and the public from possible effects of your production processes.

Environment and sustainability: You follow all applicable laws and restrictions concerning the environment. Furthermore you work on reducing the effects of your work on the environment. You promote the safe transport, responsible use and environmentally sound disposal of your products.

Conflict minerals: You exclude the use of raw materials and pre-products from critical sources (e.g. Conflict Minerals referred to Dodd-Frank-Act).

Quality: Your products and services comply with applicable specifications of quality and safety.

Society

Child and forced labour: You proscribe child labour and don't use it to achieve your economical aims. The health and safety of children must never be called into questions. Furthermore you refrain from any kind of forced labour.

Working hours and remuneration: You respect the compliance with the particular national regulations and agreements concerning working hours as well as guaranteed minimum wage aligned with national regulations.

Discrimination: You guarantee equal opportunities and equal treatment regardless of sex, ethnical origin, religion or view of life, disability, age or sexual orientation.

Fair and respectful working conditions: You develop the interaction between personnel to promote mutual respect, understanding and trust. Harassment or abuse of any kind are not tolerated.

Freedom of association: You acknowledge the basic right of all personnel to negotiate regulations on working conditions by an employee representative.