

## Code of Conduct for Suppliers

The present Code of Conduct defines the principles and requirements of Kubo Tech AG and Kubo Tech GmbH (A), following KUBO stated, towards its suppliers of goods and services in terms of their responsibility for man and environment. Kubo reserves the right to incorporate adequate amendments into this Code of Conduct. In this case, Kubo expects its suppliers to accept these amendments and to comply with them.

### The supplier herewith declares

#### Legal Compliance

- to observe the applicable laws.

#### Prohibition of Corruption and Bribery

- not to tolerate any corruption or bribery and not to become involved with them in any way. This includes unlawful payment offers or similar donations to government officials aimed to influence the decision making.

#### Respect of the Employees' Fundamental Rights

- to support equal opportunities and equal treatment of its employees, regardless of their colour of skin, race, nationality, social background, possible disabilities, sexual orientation, political or religious convictions, sex or age;
- to respect the personal dignity, privacy and personality rights of each individual;
- not to force anybody to work against his will;
- not to tolerate unacceptable treatment of employees, such as physical hardship, sexual and personal harassment or discrimination;
- not to tolerate any behaviour (including gestures, language and physical contacts) which must be considered sexual, coercing, threatening, abusive or exploiting;
- to provide for adequate remuneration and to comply with the statutory national minimal wages;
- to respect the statutory maximal working hours in the respective country;
- to acknowledge the freedom of association of the employees as far as legally permissible and not to favour nor to discriminate members of workers' organizations or labour unions.

#### Ban on Child Employment

- not to employ any workers under the age of 15 years. In countries considered developing countries according to article 138 of the ILO Convention, this minimal age can be reduced to 14 years.

#### Health and Safety of Employees

- to assume responsibility for safety and health of its employees;
- to minimize risks and to ensure best possible preventive action against accidents and occupational diseases;
- to offer trainings and to make sure that all employees are informed concerning occupational safety;
- to set up and apply an appropriate occupational safety management system.

#### Environment

- to respect the statutory norms and international standards relating to environmental protection.
- to minimize the environmental impact and to constantly improve the environmental protection.
- to set up and apply an appropriate environmental management system.

#### Supply Chain

- to adequately promote the contents of the Code of Conduct with its own suppliers;
- to comply with the principles of non-discrimination regarding the selection of suppliers and the interaction with them.