

This Code of Conduct defines the basic requirements placed on RIEGLER & Co. KG suppliers of goods and services concerning their responsibilities towards men and the environment. RIEGLER & Co. KG reserves the right to reasonable changes within the requirements of this Code of Conduct due to changes of RIEGLER & Co. KG's Corporate Governance. In such event, RIEGLER & Co. KG expects the supplier to accept those reasonable changes.

The supplier herewith declares:

1. Legal compliance

- To comply with the laws of the applicable legal system(s).

2. Prohibition of corruption and bribery

- To tolerate no form of corruption and bribery and not to engage any form of corruption or bribery, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.

3. Respect for the basic human rights of employees

- To promote equal opportunities for and treatment of its employees, irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
- To respect the personal dignity, privacy and rights of each individual.
- To refuse to employ or make anyone work against his will.
- To refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination.
- To prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.
- To provide fair remuneration and to guarantee the applicable national statutory minimum wage.
- To comply with the maximum number of working hours laid down in the applicable laws.
- To recognize, as far as legally permissible, the right of free association of employees and to neither favour nor discriminate against members of employee organizations or trade unions.

4. Prohibition of child labour

- To employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.

5. Health and safety of employees

- To take responsibility for the health and safety of its employees.
- To control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases.
- To provide training and ensure that employees are educated in health and safety issues.

6. Environmental protection and energy efficiency

- To act in accordance with the applicable statutory and international standards regarding environmental protection.

7. Supply chain

- To use best efforts to promote compliance with this Code of Conduct among its suppliers.
- To comply with the principles of non-discrimination with regard to supplier selection and treatment.

Supplier's declaration:

Upon accepting our orders, the supplier confirms compliance with the principles stated in our Code of Conduct as follows:

1. We have received a copy of the "Code of Conduct for Suppliers of RIEGLER & Co. KG" (hereinafter "Code of Conduct") and hereby commit ourselves, in addition to our commitments set out in the supply agreements with RIEGLER, to comply with its principles and requirements.
2. We will provide a written self-assessment upon request of RIEGLER & Co. KG within reasonable time, and provided that law permits the request of this self-assessment. Furthermore, contractual obligations are not to be hurt, especially concerning aspects of secrecy and trade and company secrets.
3. We agree that RIEGLER & Co. KG or a third party appointed by RIEGLER & Co. KG may carry out inspections (audits) after reasonable written announcement and during the normal working and business hours, in order to verify our compliance with the Code of Conduct.
4. We confirm that we use best efforts to forward the contents of the Code of Conduct to our suppliers, and to convince them to meet the principles and requirements of this Code of Conduct.
5. We agree that this declaration falls under the substantive law in which the supply contracts between RIEGLER & Co. KG and ourselves are concluded. In the event that such contract or agreement does not exist, this declaration is subject to the substantive law of Switzerland, with exclusion of the norms that refer to other legal systems.