

SUPPLIER POLICY

ERFOLG wants to be an attractive and sustainable business partner to its suppliers and strives for reliable and fair relations for the mutual benefit of both ERFOLG and the Supplier.

1. RESPONSIBLE BUSINESS PRACTICES

Supplier must be committed to internationally recognized governance and ethical business practices in its business conduct in all areas. Supplier must respect and be committed to human rights, labor, environment and anti-corruption, wherever it operates.

2. HUMAN RIGHTS

Supplier must support and respect the protection of internationally declared human rights. Supplier must not tolerate or to try to benefit from any form of compulsory, forced or child labor or any other human rights violations, wherever it operates, and Supplier must expect the same from its suppliers, contractors, agents and other business partners. Supplier must treat its employees in a fair and equal manner regardless of their ethnic origin, nationality, religion, political views, gender, sexual orientation or age. Supplier must not tolerate any form of harassment or discrimination.

3. HEALTH AND SAFETY

Supplier must be committed to providing a safe and healthy working environment for all employees, contractors and others working for it. Supplier's employees must know and follow the health and safety rules and procedures in their work area.

4. ANTI-CORRUPTION

Supplier must not, directly or indirectly, offer or give, promise, authorize or pay financial or other advantages, including facilitation payments, to agents, customers, suppliers, other business partners or governmental officials that could be considered to improperly influence decision making, anywhere in the world. Supplier must also not, directly or indirectly, request or accept such advantages.

5. CONFLICT OF INTEREST

Supplier must avoid all conflicts of interest while engaged with ERFOLG and its customers, and immediately report any potential or apparent conflict to ERFOLG.

6. CONFIDENTIALITY AND INTELLECTUAL PROPERTY

Supplier may receive from ERFOLG certain commercial, technical, financial and operational information and know-how relating to its business, facilities, products, techniques and processes or similar information ("Confidential Information") during the course of the business relationship between ERFOLG and Supplier. Supplier recognizes the proprietary and confidential nature of Confidential Information and accordingly undertakes to hold in strict confidence any Confidential Information disclosed to it by

ERFOLG directly or indirectly, orally, in writing or in any other way as well as any knowledge based thereon, whether marked confidential or not, and shall take all reasonable precautions to prevent the same in whole or in part from reaching third parties.

7. FAIR COMPETITION PRACTICES

Supplier must compete fairly and follow all applicable competition laws and regulations wherever it operates. All employees of the Supplier need to ensure that they understand and follow the competition laws and policies applicable to their work.

8. RESPECTING PRIVACY

Supplier must be committed to follow the privacy and data protection laws and regulations and respect the privacy of its employees, customers and suppliers.

9. ENVIRONMENTAL RESPONSIBILITY

Supplier must be committed to reducing its own environmental impact and the impact of its operations responsibility and must have all needed environmental permits. Supplier should have an environmental management system in place following the principles of ISO 14001 Environmental Management System Standards or similar standards.

10. COMPLIANCE WITH LAWS AND REGULATIONS

Supplier must fully comply with all applicable laws and regulations in the countries where it operates.

11.COMPLIANCE WITH THIS POLICY

Supplier must monitor compliance with this Policy, identify any areas in its business conduct which may not comply with this Policy and without delay plan and implement improvements to achieve compliance.

12. REPORT to ERFOLG

Upon ERFOLG's request Supplier must provide status report of compliance with this Policy and the related improvement actions and provide related supporting information as may be requested by ERFOLG.