

Compliance Confirmation of the business partners (suppliers) towards Erdrich

Erdrich and its affiliated companies are - as a global corporate group - active in numerous markets and are therewith confronted with various demands and challenges. Erdrich's entrepreneurial behavior is based on fundamentals such as ethics, integrity and law abidance. Here Erdrich follows valid worldwide standards, in particular the 10 principles of the United Nations Global Compact Initiative (www.globalcompact.org). The following fundamentals and conduct guidelines apply uniformly to management and all employees of the Erdrich Corporate Group.

Erdrich requires the same from its business partners. Therefore Erdrich expects that its business partners also comply with the following fundamentals and conduct guidelines and requests confirmation of this on the following page:

- 1. Compliance with valid laws and respect to international human rights**
We comply with the relevant legal provisions of the individual applicable legal system(s).
We support and respect the protection of international human rights.
- 2. Respect of basic rights of the employees**
We are committed to the principles of a respectful, fair and loyal conduct towards one another, respect the personage of each individual employee and stand up against any employee discrimination in respect of employment and occupation. We are committed to complying with the international minimum standards, as specified in the ILO's core labor standards (www.ilo.org).
We fight against every form of illegal employment and forced labor such as child labor. We ensure that the employees of the corporate group are employed and remunerated based on fair and lawful contracts.
In agreement with the valid international laws, we uphold the freedom of association of the employee and the recognition of the right to collective bargaining.
- 3. Environment**
We respect the relevant legal environmental standards, use resources responsibly, and minimize impact on the environment to continually improve environmental protection.

- 4. Fight against corruption of any kind (including extortion and bribery).**
We fight against any form of criminal or unethical influence on decisions of clients and other business partners and work against bribery in the corporate group as well as against any form of personal gain at the expense of the corporate group.

- 5. Fair competition and ban on cartels**
We comply with the valid rules of competition and cartel law as well as fair competition.

We confirm that we will ensure the compliance of the following guidelines by our company, our employees, commissioners and representatives as well as our business partners.

Place, date

Signature

Company stamp

Name (in print), function