



Code of Conduct for Beckers Group Suppliers

The Beckers Group has a deep engagement for our society and environment and we want Beckers Group to make a positive contribution to the communities in which we operate. We expect our suppliers to contribute towards this goal. This Code of Conduct hence defines the basic requirements placed on Beckers' suppliers of goods and services concerning their responsibilities towards their stakeholders and the environment.

Beckers expects its suppliers to adhere to international human rights and environmental laws and practices, monitor their own supplier' ethical performance, and take immediate and thorough steps in cases where this ethical performance comes into question.

Beckers expects all its suppliers and subcontractors to implement management systems to facilitate compliance with all applicable laws and to promote continuous improvement with respect to the expectations set forth in this Supplier Code of Conduct. The principles which are expressed in this Supplier Code of Conduct are an important criterion for supplier selection and evaluation.

This Supplier Code of Conduct is applicable for all suppliers (including temporary or other type of workers who have a direct supply relationship to Beckers). Its goal is to strengthen the mutual understanding between Beckers and its suppliers of how sustainable business practices should be conducted in day-to-day activities.

For further details and information please visit our web site at <http://www.beckers-group.com> and go to the values/code of conduct section.

Specifically, the supplier declares herewith:

1. Legal compliance

-) to comply with all applicable laws and regulations that relate to its activities in the countries in which he operates.

2. Human rights

-) to support and respect the protection of internationally proclaimed human rights such as the Guiding Principles on Business and Human Rights as well as the Children's Rights and Business Principles;
-) to commit to not using any raw material directly or indirectly financing armed groups that violate human rights (such as Conflict minerals as defined by the Dodd-Frank-Act);
-) not to tolerate neither working conditions, nor treatments that are in conflict with international laws and practices.

3. Bribery and gifts

-) to fight against corruption in all its form, including extortion and bribery;
-) not to influence Beckers employees by means of bribery or gifts .

4. Workplace practices

-) to conduct all its activities with respect for employee health and safety by taking appropriate action to prevent workplace accidents or illnesses;
-) to guarantee prohibiting child labor, discrimination, abuse or harassment;
-) to respect working hours, wages and benefits according to local regulations.



5. Business ethics

- to respect anti-trust and fair competition laws;
- to respect all signed agreements.

6. Environmental protection

- to act in accordance with international conventions applicable to all countries of its operations;
- to minimize environmental pollution and make continuous improvements in environmental protection;
- to set up or use a reasonable environmental management system.

7. Supply chain

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

Beckers reserves the right to change the requirements of this Supplier Code of Conduct reasonably due to changes of Beckers' compliance program. In this event Beckers expects the supplier to accept such reasonable changes.

Supplier's Acknowledgement

- We have received and taken due note of the Beckers Supplier Code of Conduct;
- We will comply with the Beckers Supplier Code of Conduct;
- We will report any case of violations of this Code to Beckers.

Name of Company: _____

Name and Title: _____

Signature/Company Stamp/Seal: _____

Date & Place: _____

This document must be signed by an authorized representative of the Supplier and returned to the requesting Beckers Global Procurement Department.