

Code of conduct for companies and suppliers

I. Our philosophy

Vigier is a successful traditional company which has been asserting its position on the market for over 140 years through its performance, quality and expertise, while also respecting the legal framework. The interaction between commercial performance, environmental commitment and social responsibility is essential to the success of our company, both today and in the future. Vigier not only wants to respect applicable law in its commercial activities, it is also guided by ethical and moral standards governing the areas of security, health and environmental protection. In pursuit of this goal, we also involve our partners and suppliers with whom we want to collaborate on a cooperative and long-term basis and whom we expect to meet the same standards.

This code of conduct is based on:

- The Vigier code of conduct
- The United Nations Universal Declaration of Human Rights
- The UN Convention on the Rights of the Child
- The fundamental conventions and international labour standards of the ILO (International Labour Organisation)
- The principles of the United Nations Global Compact

II. Our obligations towards partners and suppliers

Vigier expects its employees to fully adhere to the applicable laws and internal regulations in their work. During the procurement and project development processes, Vigier employees act as professional and reliable contact persons and partners and suppliers can trust in their integrity. It is our goal to act in accordance with the high legal, ethical and moral standards which we also demand from our partners and suppliers.

III. Our expectations from partners and suppliers

Vigier expects its partners and suppliers to respect international, national and local legislation and regulations and also to fulfil the ethical and moral obligations which we set ourselves. Furthermore, we expect the following code of conduct to be observed (according to the standards of the "United Nation Global Compact").

1. No violation of health and safety regulations

Vigier is committed to the health and safety of its employees and of third parties and expects its partners and suppliers to provide their employees and suppliers with safe and non-health threatening working conditions. Partners and suppliers must respect the local and national laws and regulations regarding occupational safety and health protection which apply at the production site, with the goal of avoiding accidents. All of the required official authorisations, licences and approvals for the working environment must be obtained. Partners and suppliers must have documented policies and/or processes, infrastructure and equipment in place to ensure health and safety in the workplace.

2. No discrimination

Vigier is committed to its employees being able to work in a motivating and safe working environment and expects the same from its partners and suppliers. Illegal employment practices and discrimination in the workplace are forbidden, e.g. for exercising workers' rights,

raising grievances, participating in union activities or reporting suspected infringements against the law.

Vigier expects partners and suppliers to negotiate fair working conditions with its employees. Employees must be paid at least according to the local applicable industry rates or receive the legal minimum wage (whichever is higher) and must be included in social security programmes according to the legal provisions.

3. No forced labour

Vigier is committed to employing its staff under fair working conditions and expects its partners and suppliers not to force their employees to work. Forced labour also includes work which is performed under threat of punishment, including illegal forced overtime, human trafficking, prison labour, slavery or servitude.

4. No child labour

Vigier expects its partners and suppliers not to employ children under the age of 15 or below the legal minimum age (when this is higher).

5. No discrimination

Vigier is committed to treating its employees according to the principles of equality and expects its partners and suppliers to make no distinctions on the basis of gender, sexual orientation, race or religion in decisions concerning employees.

6. No bribery or corruption

Vigier is committed to ensuring that its employees and third parties abide by strict corruption and bribery prohibitions. Partners and suppliers must not bribe anyone and must not be corrupt. Partners and suppliers may not offer, obtain or demand illicit financial or other beneficial services, either directly or indirectly.

7. No unauthorised environmental impact

Vigier is committed to the protection and promotion of the environment and expects its partners and suppliers to meet all the provisions across all levels of government (local, regional, national and international) which apply at the production site. All activities which have an impact on the environment must be covered by the required authorisations and licences from the relevant authorities.

This code of conduct applies to all Vigier partners and suppliers. New partners and suppliers are requested, within the framework of the pre-qualification process, to state their opinion of the code of conduct and to fulfil the requirements stated within it. Partners and suppliers already working with Vigier are requested to state their opinion on the code of conduct and to fulfil the requirements stated within it. Vigier also expects its partners and suppliers to ensure that their suppliers likewise respect the requirements and contents of the code of conduct.

Vigier can support partners and suppliers in improving their capability to respect this code of conduct. Vigier can terminate relations with partners and suppliers when they repeatedly and intentionally violate this code of conduct and refuse to implement improvements. Vigier reserves the right to exclude partners and suppliers who do not respect local, national or international laws or provisions.

City, Date _____

Company name / Stamp _____

Signature

Signature

First Name / Name in block letters

First Name / Name in block letters

Title: _____

Title: _____