



Integrated Management System

Code of Conduct for netgo Suppliers group

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1 Code of Conduct for netgo group Suppliers

This Code of Conduct defines the basic requirements placed by all companies of the netgo group (hereinafter: "netgo") on suppliers of goods and services concerning their responsibilities towards their stakeholders and the environment. netgo reserves the right to reasonably change the requirements of this Code of Conduct due to changes of the Netgo Compliance Program. In such event Netgo expects the supplier to accept such reasonable changes.

The supplier declares herewith:

■ Legal compliance

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

■ Prohibition of corruption and bribery

- to tolerate no form of and not to engage in 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.

■ Respect for the basic human rights of employees

- to promote equal opportunities for and treatment of its employees irrespective of skin color, 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 behavior 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 possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

■ Prohibition of child labor

- 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.

■ 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;
- to set up or use a reasonable occupational health & safety management system.

■ Environmental protection

- to act in accordance with the applicable statutory and international standards regarding environmental protection;
- to minimize environmental pollution and make continuous improvements in environmental protection;
- to set up or use a reasonable environmental management system.

■ Usage of Minerals from Conflict Regions

- no Tantalum, Tin, Gold and Tungsten is used which originated in the conflict countries Democratic Republic of the Congo and the adjoining countries, Angola, Burundi, Central African Republic, Republic of the Congo, Rwanda, Sudan, Tanzania, Uganda or Zambia or any other countries that are currently or become in future designated as conflict countries;
- to ensure full verifiable compliance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and comparable applicable legal requirements such as e.g. - but without being limited to - the German Act on Corporate Due Diligence Obligations in Supply Chains and the American Dodd Frank Act Sec. 1502.

■ **Supply chain**

- to require and ensure contractually compliance by its suppliers with this Code of Conduct;
- to comply with the principles of non-discrimination with regard to supplier selection and treatment.

Location, Date

Signature

Name and Position