

Supplier Code of Conduct



of Gleitsmann Security Inks GmbH (GSI)

GSI is committed to uphold our social responsibility towards our business partners, employees, shareholders and the public at large. Therefore, we need to ensure that our suppliers operate in accordance with internationally recognized minimum standards for conducting business.

GSI expects its suppliers to:

- conduct business in accordance with all applicable laws, standards and other legal provisions of the countries in which they operate
- refrain from corrupt practices in all its form, including extortion, fraud, bribery or facilitation payments
- commit themselves to fair competition
- continuously reduce the impact of their operations on the environment
- accept responsibility for the health and safety of their employees
- comply with the benefits and regulations in national legislation and protect human rights by fulfilling the following:
 - *no discrimination based on race, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation*
 - *provide fair compensation and working conditions, especially paying living wages and nonexcessive working hours*
 - *no tolerance towards child labor and towards of all forms of forced and compulsory labor*
 - *respect freedom of association and collective bargaining*
- develop, implement and document appropriate internal business procedures to ensure awareness of and compliance with this Supplier Code of Conduct
- apply these Standards to their own suppliers
- report concerns related to real or perceived violations of this Supplier Code of Conduct to compliance.GSI@hubergroup.com

Supplier Confirmation

We have read and understood this GSI Supplier Code of Conduct and we agree to comply with the provisions and expectations thereof. We also agree that GSI has the right to verify compliance with this Code of Conduct through audits performed by either GSI or third parties if necessary at our premises.

In case of a breach of the provisions has been identified, we agree that GSI has the right to ask us to take corrective action or terminate any supplier agreement with immediate effect.

I, the undersigned, am authorised to sign this Supplier Code of Conduct on behalf of the Supplier.

Supplier Name

Place, Date

Signature:

Full Name (block letters):

Position:
