



Code of Conduct for suppliers

2018 edition

PURPOSE AND APPLICABILITY

Business partners can have a direct impact on CEVT's reputation through their behaviour. Therefore, CEVT expects that its business partners are governed by the same or similar principles as expressed in this Code (hereinafter "the Code").

CEVT also expects its business partners to ensure that the principles are communicated and followed by their employees and consultants.

Ethics are fundamentally about what actions we consider right and what we ought to do, or not do, in different situations. At CEVT, the laws and regulations applying in the countries where we operate are the obvious starting-point, but there are areas where CEVT has higher ambitions.

CEVT has a clear aim in terms of ethics: zero ethical breaches. For example, we do not tolerate any form of corruption, inducement, bribery, actions that limit competition, discrimination, harassment, forced labour, child labour or unnecessary environmental impact.

CEVT's corporate management team has adopted a Code of Conduct that summarizes the principles that govern CEVT's business ethics. CEVT and all CEVT's employees and consultants must follow the Code of Conduct. CEVT also requires the same from its suppliers. This Code of Conduct for Suppliers stipulates the principles for business ethics that CEVT requires its suppliers to accept and comply with.

The Code applies to all business partners providing products and/or services to CEVT. It includes the business partners (and its sub-contractors), its employees and consultants, jointly referred to as "Suppliers" below.

The Suppliers shall have a process in place to verify compliance with this Code and is liable for following up compliance with its sub-contractors.

CEVT will take appropriate measures where we believe our business partners act in a way which is not consistent with this Code or the contractual obligations, including verifying your compliance with the Code. You may, for example, be required to provide information about your business practice and your representatives in order for CEVT to verify compliance with international and/or local laws regarding money laundering.



PRINCIPLES

LAWS AND ETHICS

Suppliers are obliged to respect and comply with the laws and regulations that apply in the countries where they conduct business. The Code might go further than the laws and regulations and are based upon respect for human rights and dignity which shall be supported through fair business practices and prohibition against illegal and unethical practices, including indirect support for such practices. The Code describes CEVT's fundamental ethical principles and gives guidance on decisions and actions by CEVT's Suppliers. The Code outlines the minimum standards Suppliers must observe even when they are more stringent than local legislation.

CORRUPTION

CEVT objects to all forms of corruption, bribery and fraudulent practice. It is CEVT's policy to comply with applicable, anti-corruption and anti-bribery regulations in all countries where CEVT operates. Thus, CEVT and its Suppliers shall comply with applicable legislation, industry rules and generally accepted codes of business conduct for the jurisdiction in question. Suppliers may never offer or receive favours or other funds that might be considered undue benefits.

MONEY LAUNDERING

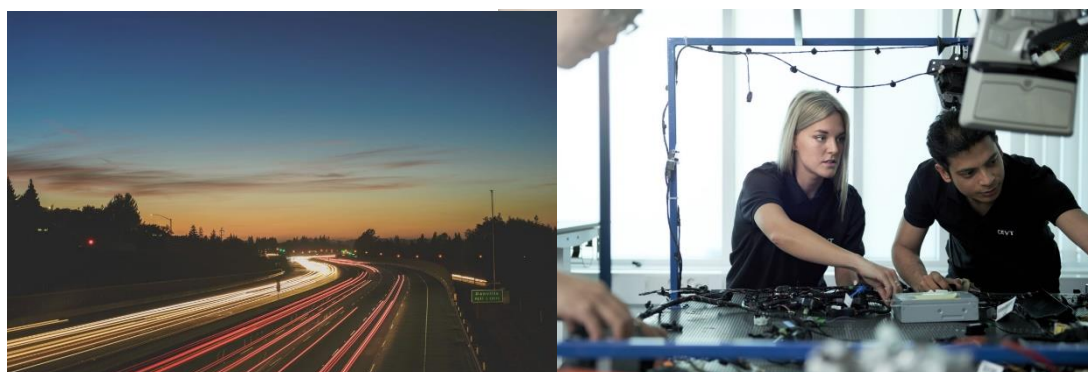
Suppliers must never accept, facilitate or otherwise support activities that are based on money laundering.

COMPETITION

Suppliers must always act in accordance with applicable legislation governing anti-trust and competition law. Suppliers must not exchange information or enter into agreements with competitors, customers or suppliers in a manner that risks preventing, limiting or distorting competition on the market, and must also avoid all direct potential conflict of interest.

CONFIDENTIAL INFORMATION

Suppliers are expected to pay particular attention to ensuring that confidential information received from CEVT is protected and not disclosed to unauthorized parties. Suppliers shall not access, duplicate, reproduce or utilize the information other than what is required in order to deliver agreed services to CEVT.



ENVIRONMENT

Suppliers shall endeavour to prevent and continuously decrease any adverse impact the Suppliers operations may have on the environment. Suppliers shall endeavour to conduct its operations in an environmentally sustainable manner, and will comply with, or exceed, those standards stipulated by laws, regulations and international conventions in terms of reducing emissions to the air, soil and water. Suppliers' services, products and processes should be designed to utilize energy, natural resources and raw materials efficiently, and to minimize the volume of waste and residual products. Suppliers shall avoid material and methods that involve risks to the environment when there are other available and suitable alternatives.

WORKING CONDITIONS AND WORKING ENVIRONMENT

Suppliers shall respect its employees' rights of free association and collective bargaining. No employee may be subjected to discrimination or harassment on grounds of age, sex, religion, sexual orientation, disability, political opinion or ethnicity. During work hours, all Suppliers' employees involved in the delivery to CEVT, shall refrain from using alcohol and/or drugs. Suppliers shall work consciously and systematically to create a good working environment in order to achieve a safe and healthy workplace.

BREACHES OF THE CODE AND WHISTLEBLOWING

Suppliers are liable for ensuring that their employees, and those of potential sub-contractors engaged in the delivery to CEVT, have read, understood and undertaken to comply with the principles of the Code.

This Code shall be deemed an integral part of any agreement between the Supplier and CEVT. For any identified non-compliance with the Code, the Suppliers shall provide a corrective action plan to be approved by CEVT, irrespective of which CEVT reserves the right to cancel outstanding and future orders. Repeated or serious breaches of the principles of the Code is to be considered as material breach of the agreement.

CEVT retains the right themselves or via a third party appointed by CEVT to carry out a review or inspection at the Suppliers, at our own expense and with reasonable notice, to check that the standards stated in the Code are being complied with by the Suppliers.

All Suppliers are urged to report suspected breaches of applicable laws and regulations of the Code. Suppliers may report to their main contact person at CEVT or to CEVT's Purchasing Department. Reports may be made anonymously. CEVT does not accept any discrimination or other negative consequences for Suppliers or Suppliers' employees that have reported suspected breaches in good faith.

All business relations between CEVT and our suppliers must be based on honesty, trust and cooperation.

By accepting the Code, the Supplier commits to working proactively to meet these requirements within its own operations and supply chain.

