

§1 General

This Code of Conduct defines FCT groups (hereinafter "FCT") principles and requirements for suppliers of goods and services regarding their social and environmental responsibility. FCT reserves the right to make reasonable modifications or amendments of this Code of Conduct, and its requirements and conditions following current trends and modifications of legal requirements or other circumstances which affect the requirements of this Code of Conduct. In this case, FCT expects suppliers to accept these changes.

§2 Compliance with laws

- Adhere to laws of applicable legal systems.

§3 Prohibition of corruption and bribery

- No tolerance of or engagement in corruption and bribery, including any illegal payment or similar benefits to government officials, in order to affect decision making.

§4 Respect for the basic human rights of employees

- Promote equal opportunities for and treatment of employees regardless of skin colour, race, nationality, social origin, disabilities, sexual orientation, political or religious conviction, gender or age.
- Respect personal dignity, privacy and the rights of each individual; neither employ somebody against his will nor force somebody to work.
- Do not tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination; do not tolerate behavior including gestures, language and physical contact which is sexual, exerting coercion, threatening, abusive or exploitative.
- Provide adequate wages and guarantee the minimum wage specified by law.
- Comply with nationally defined maximum working hours
- If legally possible, accept the right of freedom of association of employees, and neither favor nor discriminate members of organizations for employees or trade unions.

§5 Prohibition of child labour

- Do not employ anybody under the age of 15 years. In countries in which exceptions for developing nations according to ILO Convention 138 apply, the minimum age can be reduced to 14 years.

§6 Prohibition of the use of 'Conflict Metals'

- Do not use 'Conflict Metals', as these can contribute to armed conflicts. 'Conflict Metals' are those derived from gold (Au) -, tantalum (Ta) -, tin (Sn) - and tungsten (W) - ores which have been mined in the Democratic Republic of the Congo or adjoining countries.

§7 Health and Safety of employees

- Take responsibility for the health and safety of employees; minimize risks and provide best possible preventative measures against accidents and occupational illness; provide employees with training and assure that all employees are competent in occupational safety. Set up and apply an occupational-safety-management-system according to OHSAS 18001 or an equivalent system.

§8 Environmental protection

- Act according to national norms and international standards regarding environmental protection; minimize pollution and continuously improve environmental protection
- Set up and apply an environmental management system according to ISO 14001 or an equivalent system.

§9 Supply Chain

- Promote compliance with this Code of Conduct among suppliers as much as possible; comply with standards of non-discrimination in the selection and treatment of suppliers.

Supplier's declaration:

We hereby certify that we have received and attentively taken note of the FCT Code of Conduct for suppliers, also that we will comply with the principles and requirements of this Code of Conduct, that we agree to an inspection by FCT of our conduct in complying with this Code of Conduct, be it through answering of written questions, issuing supplier information or through audit by FCT in our company, and that we will also pass the commitments stipulated in this Code of Conduct on to our suppliers.

Place, Date

Company stamp, Binding Signature