

Code of Conduct for Attero's suppliers

Sustainability, innovation, reliability and customer orientation. Those are the four core values that guide Attero BV and its associate companies, hereinafter referred to as 'Attero', in their daily actions. Those core values are also included in Attero's Policy Statement (appended).

The 'sustainability' core value is not limited to care for and attention to the environment. Sustainable development rests on three pillars - people, planet and profit.

In all its activities, Attero strives towards a proper balance between these three pillars.

One of the points from the Policy Statement is that Attero imposes the same requirements upon the business contacts with whom it cooperates as it imposes on itself. Attero only wants to do business with suppliers with socially responsible business operations. This is subject to the following principles:

People

- The supplier respects the United Nations' Universal Declaration of Human Rights (www.udhr.org).
- The international employment conditions and circumstances, as formulated by the International Labour Organisation (ILO) (www.ilo.org) (including standards in respect of child labour, forced labour, discrimination, health and safety at the workplace and personal development).
- The supplier complies with all applicable national and international legislation and regulations regarding employment and employment conditions and complies with any applicable collective bargaining agreements.

Planet

- The supplier complies with all applicable national and international environmental legislation and regulations.
- The supplier respects the environment and in his activities strives to minimise any negative impact on the environment.
- The supplier expresses the principles of socially responsible business operations to his contractors.

Profit

- The business operations of the supplier safeguard the continuity of his business.
- The supplier complies with all applicable national and international legislation and regulations, including the area of competition.
- The supplier maintains integrity and transparency in his business operations.

By signing this Code of Conduct, the supplier indicates its endorsement of the principles of corporate social responsibility and its compliance with the aforementioned principles. This Code of Conduct is an integral part of the agreements between the supplier and Attero.

Company name: _____

Name: _____

Position: _____

City: _____

Date: _____

Signature: _____