



Supplier Code of Conduct

Policy Statement

We are committed to conducting our business with honesty and integrity, the following code of conduct sets out the framework within which we operate. With this supplier code of conduct we would like to ensure that we are cooperating solely with suppliers who feel committed to the same or similar principles as those stipulated in our Supplier Code of Conduct.

This code of conduct applies worldwide to all suppliers who maintain business relations with Quartztec Europe.

Compliance with Laws, Rules and Regulations as well as Internationally Recognised Standards

The supplier hereby commits to Quartztec Europe to comply with all legally binding rules and regulations, in particular with all applicable laws for the protection of fair competition, all export and import prohibitions in force, all applicable customs and tax regulations as well as all applicable legal regulations for the protection of the environment.

Bribery and Corruption

The supplier commits not to offer, promise or grant, neither directly nor indirectly, any benefits to employees of Quartztec Europe as consideration for the procurement of products or services. If, within the scope of its business relations with Quartztec Europe, the supplier cooperates with consultants or sales intermediaries, the supplier must ensure that its consultants and sales intermediaries will also not offer, promise or grant any benefits to employees of Quartztec Europe as consideration for the procurement of products or services from the supplier.

Social Demands and Environmental, Health and Safety Responsibility

We expect our suppliers to respect the dignity and human rights of their own employees, and to cooperate or transact business solely with partners who also commit to respect the dignity and human rights of their own staff.

The supplier commits

- to respect the personal dignity, privacy and personal rights of every individual;
- not to employ anybody against their will and not to force anybody to work;
- not to tolerate any unacceptable treatment of employees such as, e.g., psychological coercion, sexual or personal harassment, and discrimination;
- to ensure appropriate payment and to guarantee the statutory national minimum wage
- to observe the legally permitted maximum working hours
- to recognize the freedom of association.



Environmental Protection

The supplier commits to comply with all statutory provisions for the protection of the environment, to minimise environmental impacts, and to continually improve its environmental performance.

Protection of Trade Secrets

The supplier commits to refrain from the unauthorised disclosure of any business and trade secrets of Quartztec Europe or of the business partners of Quartztec Europe, from the transmission of any such business and trade secrets to any third party without the written consent of Quartztec Europe, and from the unauthorised use of such business and trade secrets for its own purposes. Business and trade secrets within the meaning of this provision are all documents and information which are not generally available and not in the public domain, and in whose secrecy Quartztec Europe has an interest.

Termination, Contractual Penalties

Quartztec Europe may terminate any and all contracts, agreements and undertakings with the supplier without notice effective immediately if the supplier violates any obligation under this Code of Conduct. Furthermore, the supplier is committed to indemnify and hold harmless Quartztec Europe from and against any third-party claims which are asserted or entered against Quartztec Europe on account of, or in connection with, the supplier's breach of its obligations set forth herein.

Applicability to Sub-suppliers and Subcontractors

The obligations arising from this Code of Conduct also apply to all business partners of the supplier who assist the supplier in the performance of its contractual obligations towards Quartztec Europe. The supplier commits to use its best reasonable efforts to ensure that the requirements of this Code of Conduct are also met by its own business partners.