

## **XYLOSUISSE SUPPLIER CODE OF CONDUCT**

XyloSuisse is a part of international companies' group, acting on a global level which expects its suppliers to comply with applicable laws and the following provisions.

### **1. BUSINESS CONDUCT**

XyloSuisse expects its suppliers to behave fairly and honestly in competition. It expects its suppliers to observe antitrust and competition laws, not to tolerate the corruption and not to become involved in any money laundering activities whatsoever.

### **2. BEHAVIOUR TOWARDS EMPLOYEES**

XyloSuisse expects its suppliers to grant applicable employees' rights. XyloSuisse particularly expects the rejection of child's labour, discrimination or forced labour.

XyloSuisse expects its suppliers to comply with applicable laws with respect to working hours, labour safety protection rules and remuneration of their employees and moreover to grant their employees the right to constitute employee representation committees (trade unions).

### **3. HEALTH MANAGEMENT AND WORK SAFETY**

XyloSuisse expects its suppliers to comply with applicable laws with respect to health protection and work safety and maintain an appropriate work safety management.

### **4. ENVIRONMENTAL PROTECTION**

XyloSuisse expects its suppliers to comply with applicable laws with respect to applicable environmental laws, regulations and standards and maintain an appropriate environment management system.

### **5. COMPLIANCE WITH THE CORPORATE AND TAX LAW**

XyloSuisse expects its suppliers to strictly follow the law in force, including corporate and tax law of the Russian Federation. XyloSuisse supplier hereby warrants and represents it is a good faith tax payer, following all the applicable legal rules. For the Supplier checking procedure the relevant documents shall be gladly provided on XyloSuisse request.

### **6. RELATIONSHIPS TO SUBCONTRACTORS**

XyloSuisse expects its suppliers to respect and follow all the above-mentioned principles and requirements also when selecting their own subcontractors and supplier.

## **7. XYLOSUISSE SUPPLIER CODE OF CONDUCT**

XyloSuisse is entitled to verify the supplier's compliance with the Supplier Code of Conduct by audits. Any violation of the principles and requirement mentioned in the Supplier Code of Conduct shall be considered a significant impairment of the contractual relationship. Upon suspicion of the Supplier Code of Conduct violation, XyloSuisse reserves the right to demand further information about the respective issue. In addition, XyloSuisse shall be entitled to extraordinarily termination of a single or all contractual relationships with the suppliers who demonstrable do not comply with XyloSuisse Supplier Code of Conduct.

Acknowledged and accepted:

\_\_\_\_\_ (Date and place) \_\_\_\_\_ (Supplier's signature)