Dear Supplier,

Micro Matic A/S and its affiliated companies are committed to making a positive contribution to society through its global operations. We expect our suppliers to help us fulfil this commitment by reflecting our principles in their own business practice. Micro Matic further encourages its suppliers to be in compliance with internationally recognized standards on business conduct, human rights and the environment with due considerations to the Local laws and regulations

To clarify our expectation, the Supplier Code outlines the eleven principles that we deem to be the most relevant for our suppliers.

This Micro Matic Supplier Code shall apply to all suppliers from whom Micro Matic purchases.

**Business Conduct**

Micro Matic considers integrity and reliability in relationships with all stakeholders as essential preconditions for sustainable business. Our principles related to business conduct are:

1. We support an open, fair and competitive business environment

2. All relevant, applicable laws and regulations should be complied with

3. All business, commercial and financial information regarding Micro Matic must be treated confidentially and should not be disclosed to third parties

4. Conflicts of interest are not conductive for good business

5. Gifts and inducements to influence business or other decisions are not acceptable

**Human Rights**

Micro Matic endorses the values enshrined within the Universal Declaration of Human Rights and the Core Conventions of the International Labour Organization based on respect for the dignity of the individual without distinction of origin. Our principles related to human rights are:

6. Working conditions should allow safe working practices and support the occupational health of employees

7. Employees should be treated fair concerning reasonable working hours, periodic leave and remuneration for work performed

8. Micro Matic makes allowance for negotiations leading to collective agreements

9. People are employed based on the principle of equal opportunity, without distinction to race, colour, gender, religion, affiliation or origin

10. Micro Matic does not participate in child, forced or bonded labour

**Environment**

Micro Matic strives to treat the environment with due care. It endeavours to comply with legislation applicable to its operations in a geographical location and is vigilant to comply with environmental standards.

11. Production processes are designed to make efficient use of available resources and to minimise the environmental impact

**Compliance**

Micro Matic expects that its suppliers are in compliance with the aforementioned principles respectively are prepared to sign the attached declaration.

**Confirmation**

We confirm that \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ is and will continue to comply with the Micro Matic Supplier Code.

If requested by Micro Matic, Micro Matic may audit us for such compliance.

Date: Signature:

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