

DEFA GROUP SUPPLIER DECLARATION

Introduction

DEFA AS commits to operate in an economically, socially and environmentally responsible manner. We require that all entities within the Group, as well as its directors and employees, observe the highest standards of business and personal ethics in the conduct of their duties and responsibilities.

It is further to this, a requirement that the suppliers to DEFA AS shall be made aware of, and commit to adhere to, the same principles in their dealing with DEFA AS.

1. Supplier Declaration

As supplier to DEFA AS or any of its subsidiaries and affiliates ("DEFA") we hereby declare that we will adhere to and comply with the following principles:

2. Business Partners

We will, as supplier to DEFA, only retain suppliers, subcontractors and other business partners that live up to the ethical standards reflected in this declaration and which is found satisfactory to DEFA.

3. Compliance with Laws and Regulations

We will, as supplier to DEFA, always comply with all applicable laws and regulations of the country where we conduct our business. Further, we shall have in place internal verification procedures to assure that the legal requirements will be followed.

4. Fair Market Behavior

We will, as supplier to DEFA, comply with valid and applicable competition and antitrust laws. In particular, we as suppliers shall not conclude anti-competitive agreements with competitors, suppliers, customers or other third parties and will not abuse a dominant market position.

5. Import and Export Controls

We will, as supplier to DEFA, comply with all valid and applicable laws when importing and exporting goods and services.

6. Improper Payments

We will, as supplier to DEFA, not directly or indirectly offer, promise, accept or receive bribes, facilitation payments or other undue advantages in the purpose to obtain advantage in business.

7. Hospitality and Gifts

We will, as supplier to DEFA, recognize and follow DEFA regulations. Cash, gifts, entertainment, travel expenses, gift coupons, precious metal, boxes of tobacco products or any other benefit may not be offered to DEFA employees. Small tokens (e.g., pens, memory sticks, chocolate or other similar gifts) and meals within the normal local business behavior are allowed as long as no service in return, or preferential treatment, is expected.

8. Conflict of Interest

We will, as supplier to DEFA, not take part in or influence or attempt to influence in any decision which can give rise to any actual or perceived conflict of interest.

9. Discrimination

We will not, as supplier to DEFA, participate or condone illegal discrimination of persons due to background like ethnic, age, gender or religion. Further, we will treat all persons with dignity and respect and not interfere, unreasonably, in the carrying out of their duties and responsibilities.

10. Utilization of Children as Labor

We will not, as supplier to DEFA, employ children below the age of 15 except as part of a governmental approved job training, apprenticeship or similar program.

11. Forced Labor

We will, as a supplier to DEFA, uphold the human rights of workers, treat them with dignity, and respect as understood by the international community. This applies to all our employees including temporary, migrant, student, contract, direct employees, and any other type of worker.

12. Occupational Health and Safety Standards

We will, as supplier to DEFA, provide and maintain a safe work place and take proactive measures to prevent occupational injuries and hazards. Further, we will implement effective emergency response procedures and maintain appropriate fire detection and suppression equipment, adequate exit facilities and recovery plans. We will provide the employees with appropriate personal protective equipment and ensure machinery and equipment are properly safeguarded.

13. Environmental Standards

We will, as supplier to DEFA, recognize and adhere to DEFA's environmental requirements based on national laws and regulations together with ISO 14001 Environmental Management System. We will establish an environmental management system that effectively manage risks, conserves natural resources and protects the environment. Related efforts shall support reductions in energy use, water use, waste production, greenhouse gas emissions and air pollution.

14. Responsible Chemical Management

We will, as supplier to DEFA, adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including disclosure and labeling for the appropriate and safe use, proper handling, recycling and disposal. In addition, we will collect data from material manufacturers for all components, identify all substances that are in the final product, and initiate appropriate changes to achieve compliance and reduce risks.

15. Conflict Minerals

We will, as supplier to DEFA, adopt policies and management systems conforming to the Organization for Economic Cooperation and Development (OECD) standards for responsible sourcing, transparency, traceability and due diligence of the supply chains of so called "Conflict Minerals" (Tin, tantalum, tungsten and gold (3TG) mined in the Democratic Republic of Congo, as well as other named conflict zones around the world).

16. ROHS compliant

Supplier is fully committed to giving DEFA maximum support in their efforts to convert to lead-free and halogen-free1 products. For this reason, supplier promise "Green Products" are ROHS-compliant

17. Corrective Action relating to reported violations

Where breaches of the Supplier Declaration are brought to the attention of DEFA GROUP, the supplier shall prepare an action plan outlining the remedial actions it will take to rectify the breach. Where appropriate, DEFA GROUP may conduct unannounced audits, in particular to substantiate specific supplier-related allegations concerning practices that may violate the Supplier Declaration. If it is proven that the supplier has violated the Supplier Declaration, the supplier shall compensate DEFA GROUP for all costs, losses and liabilities incurred as a result thereof (including without limitation audits conducted by third parties).

Place: Date:

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(Supplier's signature)

Signer's name: Signer's title:

Supplier's name: Phone no:

Registered address: E-mail
address:

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