

Statement of Commitment

for suppliers of the *Logicdata* Group
concerning compliance to minimum
standards in the context of business
responsibility



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of

NAME
ADDRESS

and all its legally bound subsidiaries

in the following jointly referred to as ("**NAME**")

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Preamble

The companies in the Logicdata group have committed themselves to conduct their corporate management duties in an ethical, legal and social manner. Furthermore, the companies in the Logicdata group have contractual commitments with their clients that declare these otherwise non-binding standards as legally binding for the Logicdata group. The aim of this Statement of Commitment for suppliers of the Logicdata group is to pass on these commitments, which partially originate from the Logicdata group members themselves and partially originate from their clients. It is therefore well understood that compliance with the minimum standards listed below is a pre-requisite for a long-term cooperation between the supplier and the company in the Logicdata group.

1. Human rights

The supplier commits to protecting international human rights and ensuring that activities do not go against these rights. In addition, the supplier will not tolerate any illegal activities by business partners and will support efforts to stop any such malpractices.

2. Working conditions

The supplier will ensure that all valid rights and duties in all employment relationships will be adhered to, no employee will be forced to work nor subjected to any form of physical or psychological violence or abuse. Any form of discrimination against employees or groups of employees, for whatever reason, is strictly forbidden. The supplier commits to providing all employees safe and healthy working environments, particularly concerning appropriate layout of the workplace and sanitary installations and guaranteeing adequate noise, light and air conditions. This includes access to clean drinking water, and if the supplier also provides the employees with accommodation, then also adequate levels of safety, hygiene and privacy. All machines and devices must be equipped with the necessary safety systems to provide accident prevention or to protect the employees from illness. In as far as it is required by law, the supplier commits to complying with regulations concerning minimum wage, maximum working hours and all official requirements concerning the employment of a person. In particular, the supplier commits to not permitting the use of child labour as defined in national and international law in any of the supplier's companies or in those of his own suppliers.

Adequate measures must be taken in advance to prepare for emergency situations. Employees must be correspondingly instructed and trained. Any occurrence of such events must be documented and reported.

The supplier may not prevent employees from forming groups to represent their interests according to law and must encourage social dialogue. The supplier encourages the

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development of employee capabilities and skills and may not obstruct them in participating politically, corporately and socially in society.

3. Environment and Law

The supplier commits to complying with all relevant and appropriate local, national and international, legal, official and authoritative requirements. This is also valid for all requirements concerning environmental protection, whereby the supplier is continuously striving to effect measures that exceed the legal minimum requirements. The supplier will take all appropriate measures to avoid undue burdening of the environment and aligns all activities such that the limited worldwide available resources are used as efficiently and sustainably as possible. This includes in particular the avoidance as far as possible of waste, chemicals and other dangerous substances, and, in as far as their use is unavoidable, the normal use of such substances and their correct disposal.

We therefore ask you to comply with the provisions in the guidelines and regulations listed below, to the best of your knowledge:

- **REACH** (Registration Evaluation and Authorization of Chemicals) – Regulation (EC) No. 1907/2006 of the European Parliament and of the Council.

Yes

No

- **RoHS** (Restriction of Hazardous Substances) – Directive 2011/65/EU of the European Parliament and of the Council on the restriction of the use of certain hazardous substances in electrical and electronic equipment.

Yes

No

N/A

- **WEEE** (Waste of Electrical and Electronical Equipment) – Directive 2012/19/EU of the European Parliament and of the Council on waste electrical and electronic equipment.

Yes

No

N/A

- **California Proposition 65** (Protection of the state's drinking water sources from being contaminated with chemicals known to cause cancer, birth defects or other reproductive harm) – Safe Drinking Water and Toxic Enforcement Act of 1986.

Yes

No

N/A

- **Conflict Free Sourcing** (Dodd Frank Wall Street Reform and Consumer Protection Act, Section 1502, passed by the 111th United States Congress, July 21st, 2010)

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Yes

No

N/A

- **Persistent Organic Pollutants** (POP-Regulation No. 850/2004 of the European Parliament and the Council)

Yes

No

N/A

- **E1-norm:** Wood and wood-based materials shall comply with E1-norm on the emissions of formaldehyde (0,124mg/m³ air)

Yes

No

N/A

- **Material/Product** shall not have been treated with and/or contain any prohibited biocides that are regulated through legislation and/or is limited by national legislation regarding manufacturing, import and export.

Yes

No

N/A

4. Fair business practices

The supplier will not tolerate any form of bribery or corruption as either an organisation or from or to its employees. Any inappropriate payment or acceptance of gifts is a clear violation against the supplier's duties and will be sanctioned immediately. The supplier will practice and promote fair competition and will object to any anti-competitive behaviour. In particular, the supplier will not display, make possible or tolerate any form of price cartel, price discrimination, anti-competitive practices or improper conduct.

The supplier will respect the intellectual property of others, in particular that of Logicdata and will undertake all necessary steps to protect the trade secrets of others, and will only distribute sufficient confidential information to those employees who absolutely require the knowledge to be able to complete their tasks.

5. Customer concerns

The supplier will take maximum consideration that the use of his products and services does not pose a risk for the safety and health of consumers.

6. Concluding statement

In order to be able to effectively employ the spirit of this Statement of Commitment, the supplier will need to communicate the content of this statement in appropriate scope with his employees and business partners and in particular to ensure that the same standards are

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employed by his suppliers. The commitments in this Statement of Commitment are effective from the date of signature and form part of all existing and future contracts between the supplier and the Logicdata group.

The supplier commits to constant monitoring of compliance of this statement via dedicated audits and permits Logicdata representatives or named experts access at any time to the supplier's production facilities and access to relevant documentation, and the same to production facilities run by sub-suppliers. The supplier is aware that completion of this duty can be demanded several times during a year, in particular if non-compliance with this or other contracts with the supplier has been noted, in order to guarantee the continuous maintenance of the ethical, legal and social responsibilities.

Compliance with this statement, including the possibility of monitoring as described previously represents an important duty in the sense of cooperation between the supplier and the Logicdata group. A breach of duty, without proven introduction of rectification measures within a reasonable deadline set by Logicdata, permits the Logicdata company to unilaterally rescind the corresponding contract with the supplier due to exceptional reasons. For clarification, the commitments resulting from this Statement of Commitment co-exist next to all other, individual, contractual obligations and are not replaced by them.

The supplier confirms that he/she has read and understood the preceding Statement of Commitment, and is agreed with its content:

_____, on _____
(Location) (Date)

Company and supplier

(Authorized signature)

(Name of signatory)