



Date of entrance into force including 1. 1. 2013
(reformed by taking account of the new Trade Mark A1 on 20. 4. 2017)

Code of Conduct for Suppliers

1. General

A1 is committed to conducting business honestly, fairly and transparently. As a matter of course, A1 complies with all applicable laws and principles of business ethics. Such compliance A1 also expects from its suppliers.

2. Labour Rights and Working Conditions

Contractor shall ensure that in connection with the performance of this contract all regulations of the International Labour Organisation (ILO) regarding the rights of workers and their working environment (minimum standards such as compliance with human rights, prohibition of child labour and forced labour, appropriate remuneration, etc) are adhered to. Contractor shall ensure that these obligations are binding upon its suppliers.

3. Fair Dealing and Avoidance of Conflict of Interest

Contractor confirms that there are no intermediaries who gain a personal advantage and/or pecuniary benefit etc in connection with the conclusion of the contract with A1. Contractor shall avoid any situations that suggest conflict of interest towards A1 and further commits to refrain from any actions which could cause any harm to A1, in particular any actions which could cause harm to its reputation.

4. Legal Compliance - Prohibition of Corruption and Bribery

Contractor warrants to comply with all applicable legislation.

A1 does not accept any corruption and bribery. In particular, Contractor must not demand, offer, or grant any undue advantages – if against moral standards - or other benefits.

The violation of the provisions of this Code of Conduct shall constitute a material default which entitles A1 to terminate the contract with immediate effect. In such case the Contractor will lose his entitlement to the agreed remuneration unless services have been rendered/deliveries have been made which can be used by A1. This is without prejudice to A1's right to claim damages. The Contractor shall be liable vis-à-vis A1 for any disadvantages and shall bear all additional costs which may incur in connection with such termination due to the default of the Contractor.