

Novibra Supplier Code of Conduct

Introduction

Novibra, a member of Rieter group, as a leading supplier to the textile industries is committed to maintaining the highest ethical standards in its relationships with employees, shareholders, customers, suppliers, competitors, governments, communities and to the environment. Therefore we expect our suppliers to maintain equal standards of professional conduct and integrity in their dealings with Rieter, their employees, their sub-contractors, customers, suppliers, competitors, communities, governments and towards the environment.

The Supplier Code of Conduct (the "Code") sets out the minimal requirements expected of our suppliers ("Suppliers") regarding business ethics and compliance with laws, regulations and internationally recognized standards.

Laws and Ethical Standards

A Supplier shall operate in full compliance with the applicable laws, regulations and internationally recognized standards including environmental laws and regulations.

- **Child Labour**

A Supplier shall not use child labour younger than the age of 15. In no event especially when national law or regulations permit the employment or work of persons 13 to 15 years of age for light work, shall the employment prevent the minor from complying with compulsory schooling or training requirements and harmful to their health or development.

- **Forced Labour**

A Supplier shall make no use of forced or compulsory labour.

- **Compensation and Working Hours**

A Supplier shall comply with national applicable laws and regulations regarding working hours, wages and benefits.

- **Discrimination**

A Supplier should promote the diversity and heterogeneity of the individuals in the company and shall not discriminate with regard to race, religion, physical ability, sexual orientation, gender, health condition, age, marital/parental status, nationality, social or ethnic origin, union membership or political opinion.

Health & Safety

A Supplier shall comply with applicable occupational health and safety laws and regulations and provide a safe and healthy working environment to prevent accidents and injury to health.

Improper Payments/Bribery

A Supplier shall comply with international anti-bribery standards as stated in the United Nations' Global Compact and local anti-corruption and bribery laws. In particular, a Supplier may not offer services, gifts or benefits to Rieter group Supply Chain employees in order to influence the employee's conduct in representing the Rieter group Supply Chain. Suppliers are aware that employees of Rieter group may neither accept nor offer such services, gifts or benefits, and that disciplinary action, as well as civil and criminal proceedings might be taken against them, in the case of a contravention.

Conflict of Interest

A Supplier is expected to disclose to Rieter group any situation that may appear as a conflict of interest, and disclose to Rieter group if any Rieter group official or professional under contract with Rieter group may have an interest of any kind in that business or any kind of economic ties with the Supplier.

Environment

A Supplier shall comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment.

Protection of Tangible and Intangible Assets

A Supplier shall keep Rieter group's business, financial and technical data as well as business correspondence confidential and not misappropriate Rieter group's or other companies' tangible or intellectual property.

Business Partner Dialogue

This Code is intended to apply also to the Suppliers' subcontractors providing goods or services. Therefore, Suppliers are expected to use their best efforts to ensure their subcontractors' compliances with this Code.

Consequences

As a principle Novibra trusts its Suppliers to adhere to the terms and conditions of this Code and to actively do their utmost to achieve its standards.

In case of any violation of the "Code" by a Supplier, Novibra shall be entitled to terminate any contract and business relations with the Supplier with immediate effect and reserves the right to bring further legal action at its discretion.

Place, date

Signature

Company Seal

Name (Block Capitals), Function