

NITRAS - CODE OF CONDUCT

The decisive factor for our code of conduct is our determination to create consistent rules in order to build our business with all of our partners based on trust, teamwork, honesty and respect for all participants. That means companies and employees on each side. Our corporate ethic is the belief that all companies are comprised of different kinds of people with individual needs. So companies have to appreciate individual diversity and needs and should therefore dedicate itself to equal opportunity for all employees.

We design and market personal protective equipment and workwear which are branded with NITRAS. We always demand highest quality standards which are beyond the scope of what is required by legal requirements. At every step and in all processes we are driven to meet our demands and to improve them constantly. In order to fulfil our standards, we need a close and trustful cooperation with all of our business partners. Regarding this, our general principles are:

1. Management practices that respect all employees' rights
2. Providing all employees with a safe and healthy work place
3. Providing all customers with safe to use products
4. Minimising negative environmental impacts

We expect all of our partners to operate on the same principles, to share our commitment regarding these and to improve continuously in these. Our partners should accept and respect all employees' rights to a workplace free of e.g. discrimination, abuse and harassment (including sexual harassment). Further there shall be no discrimination based on race, age, gender, political views, religious views etc. and these factors shall not affect the selection of personell, salaries, benefits and so on.

The above mentioned general principles establish the basis for our partnerships. In addition we set more detailed core standards which have to be followed by our partners:

SOZIO-ETHICAL ASPECTS

In general our partners have to comply with the ILO conventions and recommendations (www.ilo.org). These include that our partners do not employ any person with less than 15 years of age. Further all employees are legally employed and registered and our partner does not use forced labour in any form. The maximum number of work hours per day and any overtime which may arise are in compliance with regulations and overtime is to be paid. All employees have to receive at least the minimum salary applicable in the respective country or the prevailing industry salary (whichever is higher).

BANNED / RESTRICTED SUBSTANCES AND ALLERGENS

In order to ensure highest safety and the best possible consumer protection we demand all of our partners to understand and fulfil the obligations under REACH (www.echa.europa.eu). We do not want to have any banned and / or restricted (more than the legal maximum limit) substance to be contained in any of our products. Therefore it is absolutely necessary that all of our partners follow our regularly updated Restricted Substances Lists (RSL).

Further we demand all of our partners to make sure that none substance is contained in any of our products which is known as an allergen, if possible (e.g. latex).

ENVIRONMENTAL SUSTAINABILITY

We and our partners are committed to introducing an environmental management system. This is not only about the fulfilment of legal obligations, but also about the fulfilment of supplementary voluntary measures. The declared goal is to protect the environment as best as possible and to minimise or prevent environmental pollution. All parties are also committed to implementing a continuous improvement process that relates to the environmental management system as well as environmental performance.

Any company has to be aware of its negative impacts on the environment and has to reduce these wherever and whenever possible. This includes decreasing the environmental impact and saving resources and costs in terms of energy consumption, water usage, air emission, waste management, handling of chemical substances etc.

Our partners have to maintain needed documents to show compliance with our Code of Conduct and the respective law, if applicable. Our partners have to forward these documents on request or during on site inspections with or without prior notice.

Mr Jens Thome	Mr Ingo Kielholtz	Mr Tim Kielholtz
General manager	General manager	General manager
AS Arbeitsschutz GmbH	AS Arbeitsschutz GmbH	AS Arbeitsschutz GmbH

We hereby confirm that we are aware of and comply with the NITRAS - Code of Conduct

Name Company / Date / Signature / Stamp