

Supplier Code of Conduct ARDEX Group

I. Fundamentals of cooperation

Being a privately owned company with global activity, we are aware of our corporate social responsibility as an integral part of the ARDEX corporate culture. Therefore the ARDEX Group is committed to lawful as well as socially and ethically responsible action in accordance with the principles established in this document.

This commitment applies to our employees, the environment and our economic and social environment.

The Compliance Management System is part of our business processes and promotes the achievement of compliance with Ardex's corporate and social principles. Hence, it constitutes an important confidence-building process in relation to all our business partners.

Moreover, the Ethic Guidelines of the ARDEX Group commits all ARDEX employees around the globe to lawful and ethical behavior.

This code of conduct underlines the corporate values stipulated in the Ethic Guidelines of the ARDEX Group and constitutes a sustainable common basis for cooperation with all suppliers of the ARDEX Group.

ARDEX, first and foremost, expects that all suppliers conduct their business in strict accordance with all national, state, federal and international laws. ARDEX also expects its suppliers to act in line with the principles laid down in this Code of Conduct for Suppliers, including but not limited to anti-corruption and anti-trust law compliance as well as socially and ethically impeccable business behavior.

II. Prohibition of Corruption:

Corruption is a criminal offense that is potentially harmful to the reputation and business

integrity of ARDEX.

ARDEX expects that its suppliers do not tolerate and actively fight corruption, and that they demonstrate their commitment to this principle by signing this Code of Conduct.

The term "corruption" refers to any secret abuse of entrusted power for private benefit and advantage.

ARDEX and its business partners may not offer, give or request any unacceptable financial or other favorable benefits - either directly, or indirectly through third parties.

They may not agree to or accept those benefits in order to obtain, maintain, organize or secure a personal, commercial, contractual or regulatory advantage.

This includes the granting and requesting of any financial or other benefit that is granted or requested for improper conduct in a public function or business activity.

III. Social Responsibility:

Being a medium-sized family owned company, ARDEX confirms its responsibility towards employees, customers, neighbors, the environment and the global community.

Likewise, ARDEX expects its suppliers to support the approach of sustainable development and to support the fundamentals, outlined in this Supplier Code of Conduct and to confirm that their business behavior is aligned in accordance with the principles of this Code. This particularly means the following:

1. Respect of Human Rights:

ARDEX and its business partners acknowledge and respect human rights, as established in the UN Declaration of Human Rights, in all of their business activities.

Discrimination because of age, race, ethnic origin, gender, religion, disability, or sexual identity will not be tolerated.

The employee's right to freedom of association is accepted. As defined in the UN Global Compact. Freedom of association implies respect for the right of all employers and workers to freely and voluntarily establish and join groups for the promotion and defense of their occupational interests.

2. Ban on forced labor and child labor:

ARDEX and its business partners commit to not obtain any benefit from forced or child labor and not to tolerate this within their business relationships.

3. Industrial Health and Safety:

ARDEX and its Business Partners are expected to comply with the labor law requirements in all countries of their business activity. This includes, in particular, an adequate remuneration, in each case meeting the statutory wage limit and the prohibition of excessive overtime. It is committed to ensuring that all local minimum requirements for the health and safety of employees are respected. Moreover, ARDEX aims to continuously improve its actions to protect the health and safety of its employees by training on industrial safety, accident prevention training, as well as conducting regular maintenance of technical facilities.

4. Environment Protection :

From the ARDEX perspective, ecology and economy represent an inseparable union.

ARDEX products set high standards in terms of the way they have been developed and manufactured. Financial investment in energy-efficient production facilities strengthen the local business and safeguard jobs in the regions where products are sold. This contributes positively to the expansion of the local economy and reduces the impact on the environment

ARDEX encourages its business partners to operate in resource-saving and ecologically friendly processes and activities. ARDEX will seek long-term preferred relationships with suppliers that are also committed to such sustainable processes that protect the environment.

IV. Monitoring

ARDEX expects its partners to operate according to all national, state, federal and international laws. ARDEX will seek out long-term relationships with those suppliers who likewise see their role as a responsible corporate and social citizen. Therefore, we expect our suppliers to support principles contained in this Code of Conduct.

ARDEX may choose to terminate or reduce the business relationship of any supplier who operates outside the principles in this Code of Conduct.

V. Signature

The supplier acknowledges its understanding of the contents of this Code of Conduct with his signature and the expectations of ARDEX in its business conduct in order to be considered a long-term supplier.

(pls. insert) Place, Date

Signature