

## Féron achieved the SMETA-Certificate

We feel obliged to work in compliance with the ETI-Codex and have additionally created and incorporated a Féron Code of Conduct.

## 1. Antitrust Laws

The company is committed to fair competition.

Féron conducts its businesses with customers and suppliers responsibly and in compliance with legal regulations and regulatory requirements.

## 2. Corruption

Féron rejects corruption firmly and does not tolerate these behavior.

Employees have to avoid any personal dependence and/or obligations in relationship to customers and suppliers.

Especially gifts that could influence any independent decision are not allowed.

In case that gifts are made due to tradition and/or common practice or tradition, Féron employees have to consider to act in strict compliance with this Code of Conduct and the legal regulations and national standards.

Féron reserves the right to take legal action against noncompliance.

Féron expects that suppliers operate in strict compliance the ETI-Codex.

Düren. June 2013