

CODE OF CONDUCT FOR BUSINESS PARTNERS

INTRODUCTION

▶ VALIDITY

The Code of Conduct for Business Partners applies to all individuals and companies that RIEDL Group does business with (including but not limited to organizations that supply goods or services to RIEDL Group).

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► INTRODUCTION

As a highly rated performance supplier for world known companies in the motorcycle, railway and aerospace industry, the basic vision of RIEDL Group is meeting the needs of individual clients and exceeding their expectations in the quality of our product and services. Our goal is to build relationship of mutual trust with our existing and future Business partners, whose policies regarding ethical, social, and environmental issues are consistent with our own values and principles, set out in this Code of Conduct for Business Partners (hereinafter: the Code).

RIEDL Group strives to build and maintain social responsibility and a business chain based on the principle of sustainable development. The purpose of this document is to make our Business partners aware of our commitments and expectations and conduct business in a highly ethical and respectful manner.

► LEGAL COMPLIANCE

By entering into a business relationship with RIEDL Group, Business partner accepts and agrees to fully comply with the Code and adheres to the highest standards concerning human rights, health, safety, business ethics and environmental protection. If applicable international and national laws, regulations and conventions are stricter than this Code, they shall prevail.

Business partners are also expected to choose sub-suppliers or sub-contractors that follow the same or equivalent principles set out in this Code, respect the relevant legislation and conduct business in an ethical manner.

In RIEDL Group we are committed to the principles of sustainable development including protecting human life, health and environment, ensuring social well-being and adding value to the communities in which we operate. Respecting people's fundamental rights is center to our everyday business operations. We are managing our business in a fair and suitable manner, meeting our social responsibility as a employer and respect the human rights of all our stakeholders.

Our Human Rights Policy sets out the fundamental principles in our business operations and culture to ensure we do not engage in activities that directly or indirectly violate human rights. It is our corporate responsibility to uphold these principles throughout our entire organization. We expect all our business partners and suppliers to be aligned with our Policy in respecting human rights.

► HUMAN RIGHTS & LABOR PRACTICES

The fundamental human rights are the standards to which everyone must be treated equally and respectfully in society, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

RIEDL Group respects and support internationally recognized human rights, and this Policy is guided by the principles found in the Universal Declaration of Human Rights, U.N. Guiding Principles for Business and Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. All RIEDL Group personnel and suppliers must respect and support these standards.

RIEDL Group also complies with all applicable labor laws, regulations and guidelines, including those related to hiring, wages, hours worked, overtime and working conditions.

► DIVERSITY & EQUAL OPPORTUNITY

RIEDL Group supports equal opportunities, fairness and diversity. We provide a work environment where employees are treated with respect and dignity and be given fair and equal opportunities for development. Any form of harassment is not tolerated and we do not allow discrimination against any worker based on race, ethnicity, sexual orientation, gender, religion, age, disability, political opinion, nationality or any other potentially discriminatory factor.

RIEDL Group hires and promotes workers based on their merits, without regard to race, color, creed, religion, gender, sexual orientation, gender identity or expression, national origin, marital or civil union status, pregnancy, ancestry, citizenship, age, military or veteran status, disability, genetic characteristics, HIV status, or any other characteristics protected by law.

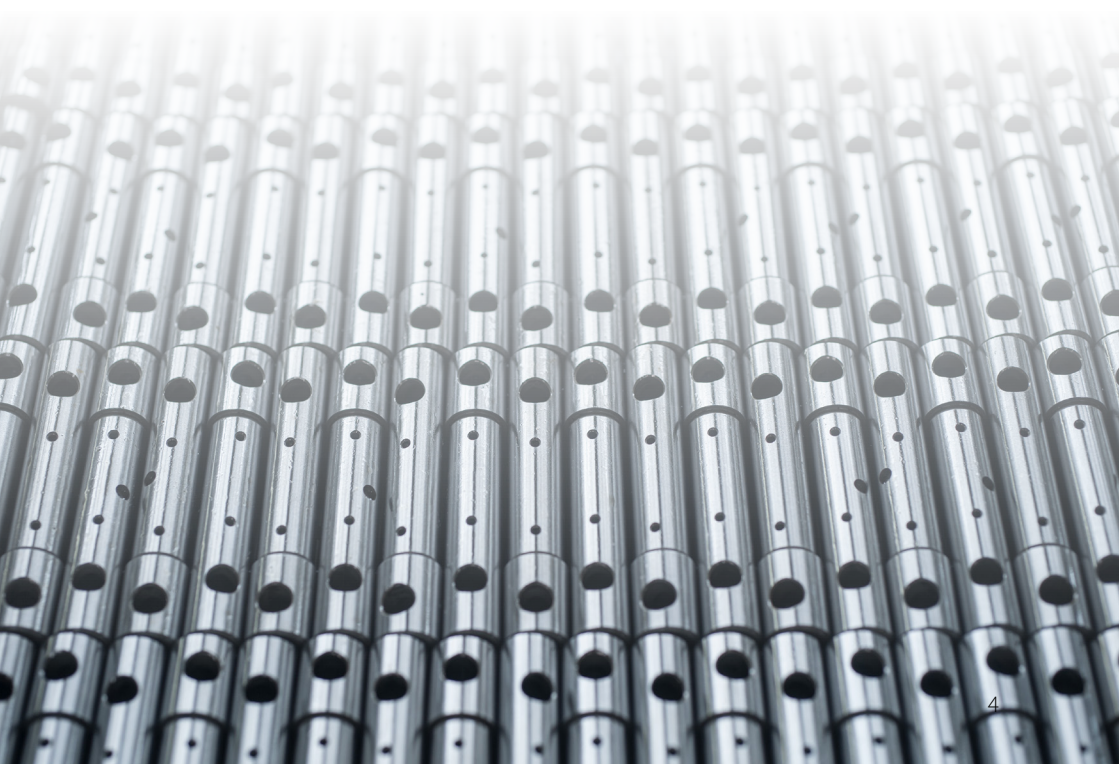
► FORCED & CHILD LABOR

Employment with RIEDL Group is voluntary. RIEDL Group do not use or tolerate human trafficking, slavery, illegal workers, involuntary, bonded or forced labor and strictly prohibits the exploitation of children and use of illegal child labor. The use of physical acts to punish or coerce workers or any other form of physical or non-physical abuse is not tolerated. RIEDL Group ensures that all employees are legally eligible for employment and meet the applicable minimum legal age. Verifiable documentation of each employee's age is maintained, as required by law.

► WORKING CONDITIONS

RIEDL Group ensures compliance with all applicable laws regarding working conditions, including health and safety, sanitation, fire safety, risk protection and electrical, mechanical and structural safety. RIEDL Group provides drinking water, clean and accessible restrooms, adequate lighting and ventilation, fire extinguishers, essential life safety equipment, emergency aid kits, access to emergency medical care, etc.

If overtime is required in production, RIEDL Group ensures that work is organized in a way that guarantees humane and productive working conditions.



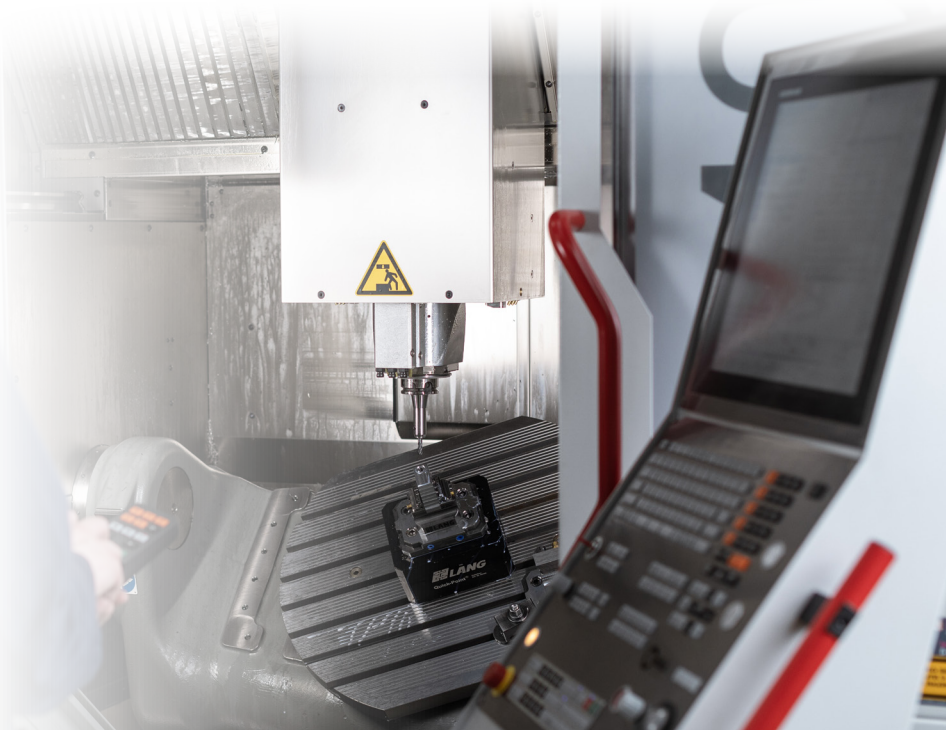
RIEDL Group strive to provide our employees with a safe and healthy working environment, meet all the legal requirements in the field of occupational health and safety and are committed to continuous training and improvement of healthy and safe workplaces and conditions.

► POSITIVE WORK ENVIRONMENT

RIEDL Group is assuring positive work environment, where employees feel supported, valued and recognized and where good values, cooperation, respect and honest communication is promoted. Business partners must have zero tolerance for harassment, violence and use of weapons in the workplace and strictly prohibit employees from working under the influence of alcohol and drugs.

► SAVE & CLEAN WORKPLACE

In RIEDL Group work areas are kept clean and free from pollution, machines used in production are safe and regularly inspected. Appropriate personal protective equipment is provided to all employees and instructions regarding the use of personal protection and work equipment are followed.



▶ HEALTH & SAFETY TRAINING

RIEDL Group identifies and manages occupational health and safety hazards, in order to prevent accidents and illness resulting from workplace conditions. Business partners must provide all of employees theoretical and practical training and a qualification test for safe work performance.

▶ FIRE SAFETY & FIRST AID

RIEDL Group ensures fire safety at workplaces and employees are be familiar with the fire regulations, such as emergency exits & fire extinguishers. First aid equipment must available at appropriate locations and at least one person in each location should be trained in basic first aid.



INTEGRITY IS DOING THE RIGHT THING EVEN WHEN NO ONE IS WATCHING

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RIEDL Group relations with our business partners is based on trust, transparency, honesty and accountability. Business Partners are expected to conduct their business ethically and with the utmost integrity.

▶ ANTI-CORRUPTION

RIEDL Group does not engage in any form of corruption, bribery, fraud, extortion, abuse of office for personal gain or obtaining undue benefits or paying for favors. Corruption also includes abuse of office or position by unlawfully influencing someone and demanding or receiving promises of such benefit.

▶ BUSINESS GIFTS

Certain gifts of small value and displays of hospitality can be part of establishing or maintaining a business relationship. Gifts must never be in cash (or cash equivalents) and may only be received if they are given without expecting anything in return.

▶ PROHIBITION OF FRAUD AND ILLEGAL PRACTICES

RIEDL Group prohibits any form of fraud, including falsifying documents or financial and non-financial information, money laundering or other illegal practices. Every employee must undertake not to confirm false contracts, invoices, delivery notes, inventory lists and similar documents, participate in fraud, cover up harmful actions or encourage others to do so.

▶ FAIR COMPETITION

RIEDL Group strives to act at all times as a fair and responsible market participant and prohibits anti-competitive agreements or conduct, including fixing prices, restricting the supply of goods or services and market sharing. Business Partners are expected to compete fairly and ethically for all business opportunities. If a Business Partner have interactions with a competitor of RIEDL Group, it must not share any sensitive information with the competitor and vice versa, even via third parties.

▶ CONFLICTS OF INTEREST

Any situation that may involve a conflict of interest, or the appearance of a conflict of interest, must be avoided. Conflicts of interest may include outside business activities, personal financial interest and inside information. Employees are expected that participation in other private activities does not adversely affect the interests of the company.

▶ CONFIDENTIAL INFORMATION, DATA PROTECTION & INFORMATION SECURITY

RIEDL Group is obliged to safeguard and protect confidential information, personal data and intellectual property of each individual or company. In order to assure that we have implemented an appropriate information & cyber security system. Business Partners must undertake not to provide unauthorized information about the operations, financial status, internal documents, business plans and other information that could harm the RIEDL Group's business results and reputation.



▶ EXPORT CONTROL

Business partners agree to comply with applicable legal requirements and restrictions on export and trade dealing, including bans on exports to a prohibited country and bans on imports from, or dealings in property originating in, a sanctioned country.

▶ BUSINESS CONTINUITY

Business partners are expected to have a prevention and recovery systems for potential threats, such as natural disasters or cyber-attacks. Procedures and instructions should be designed to protect personnel and assets and make sure that an organization can recover quickly from an unplanned incident or disaster.

▶ FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

Employees of RIEDL Group are free to communicate openly with management to resolve workplace and compensation issues. We respect the rights of its employees to have the freedom to join, or not to join, an association of free choice to organize and to bargain collectively and individually in accordance with local laws and regulations.



▶ COUNTERFEIT PARTS

In RIEDL Group we are committed to prevention of receiving or deliver counterfeit parts to our customers. We expect from our suppliers that no unauthorized copy, imitation, substitute, or modified part, which is knowingly misrepresented as a specified genuine part of an original or authorized manufacturer, is delivered to RIEDL Group.

▶ WHISTELBLOWING AND PROTECTION AGAINST RETALIATION

Whistleblowers should be protected against retaliation of any form, whether directly or indirectly, by their employer and by persons working for or acting on behalf of the employer. Forms of such retaliation might include dismissal, suspension, demotion, loss of promotion opportunities, punitive transfers and reductions in or deductions of wages, harassment or other punitive or discriminatory treatment.



► ENVIRONMENTAL RESPONSIBILITY

RIEDL Group had established the environmental management standards according to ISO 14001 and operates in compliance with all applicable environmental laws and regulations. Business partners should have an approved Environmental Management System or demonstrate a commitment to continuous improvement of their environmental performance.

Whenever possible, business partners should use environmentally friendly technologies, products and services with the aim of optimizing the use of natural resources, energy and water and reduction of negative impacts on air, water and groundwater, soil and climate. Business partners are expected to perform activities that aim at reducing their environmental impact, including but not limited to:

- Reducing emissions and controlling air quality.
- Increasing energy efficiency and use of renewable energy.
- Reducing the consumption of water.
- Promoting the reduction of waste through reuse & recycling and the provision of sustainable material.
- Ensuring the safe management of chemicals used in operations and products.



▶ HAZARDOUS SUBSTANCES AND CHEMICALS

In RIEDL Group we strive to minimize the use of hazardous substances as much as possible. Dangerous substances and chemicals are stored separately from other material, labeled properly and stored in a locked place. Safety instructions for handling with hazardous substances are prepared and followed.

▶ RESPONSIBLE SOURCING

RIEDL Group is committed to the responsible sourcing of materials. Business partners are expected to:

- use only minerals and metals that have been extracted and traded in such a way that does not contribute to human rights abuses and unethical business conduct (e.g. corruption) or harm the environment and human health.
- be committed to complying with all applicable laws, regulations and international standards governing the sourcing and use of raw materials.
- support traceability of raw materials.



COMPLIANCE & FOLLOW UP

In the course of cooperation with RIEDL Group, Business Partners are expected to meet the requirements, set in the Code, relating to the operation of their organization. This commitment can be demonstrated by the Business Partner having a comparable code of conduct or by signing this document.

RIEDL Group requests the Authorized Signatory/Legal Representative of your company reads through the Code of Conduct for Business Partner and by signing below (electronically or manually) confirms you have understood the principles and will comply with the Code.

This page (13) page is sufficient to return it, if signed manually.



Representative of (Company name)

read and understood the RIEDL Group Code of Conduct for Business Partners and is committed to fully complying with all criteria and requirements in this document.

Name Position/Job title

Date and place Signature