

**POWER AND
MOTION CONTROL**

**SERVI
GROUP™**



Supplier Declaration

As a supplier to Servi Group we will comply with all applicable laws and regulations.

Declaration signed by supplier

Supplier name: _____

Address _____

Date: _____

Name: _____

Title: _____

Signature: _____

By signing this document, you confirm that you fulfil the requirements in this Supplier Declaration. Servi is entitled to terminate the contractual relations with Supplier with immediate effect by notifying Supplier when there is a breach of the sections regarding anti-corruption and sanctions in this Supplier Declaration.

Anti-corruption, ethics and integrity

1. Supplier represents, warrants, covenants and agrees that supplier and their officers, directors, employees and hired personnel will not, directly or indirectly, in any way;

- offer, promise, pay, give, or authorise any financial or other advantage, or anything else of value, to any other person or organisation, with the intent to exert improper influence over the recipient, induce the recipient to violate his or her duties, secure an improper advantage, or improperly reward the recipient for past conduct;
- offer, promise, pay, give, authorise, request or receive an improper advantage, or accept an offer thereof, in connection with a position, office or assignment;
- request, receive or accept, for the benefit of himself or anyone else, any financial or other advantage, or anything else of value, as an inducement or a reward for violating a duty of loyalty, or improperly performing a function that relates in any way to any contractual regulations; or
- Take part in or seek to influence a decision or intermediary under circumstances that can give rise to an actual or perceived conflict of interest.

2. All financial settlements, billings and reports rendered to Servi shall reflect properly the facts about all activities and transactions handled for the account of Servi. The data may be relied upon as being complete and accurate in any further recordings and reporting made by Servi or its representatives for whatever purpose.

3. Supplier shall upon Servi's request, give a written statement to Servi confirming that he has complied with all of the requirements listed above. The supplier is obliged to be responsible for training, compliance and regular reporting on matters as mentioned in this declaration. If necessary, Servi may require access to relevant documents to ensure that the Supplier has complied with all the requirements in the list above.

4. Supplier shall immediately report to Servi any act or omission which could possibly be seen as a breach of these requirements. In such instances Supplier shall give Servi access to all documents which in Servi's reasonable opinion may be relevant to determine whether such a breach has occurred. Supplier shall also immediately report to Servi any requests or solicitations for advantages or anything of value as mentioned herein.

5. Supplier shall require his sub suppliers, representatives and agents to agree to and comply with provisions substantially identical to those contained in this Supplier Declaration and use his best efforts to have such provisions included in existing supply chain arrangements. The same applies to partners under the Supplier's control or supply chain.

Human rights and labour standards

Supplier represents and warrants that supplier and all sub suppliers will;

- not engage in child labour practices - children below the age of 15 are not to be employed
- treat and compensate all employees equally and fairly
- comply with local law or agreements regarding working hours
- not accept any form of harassment or discrimination
- not engage or employ people against their own free will
- support freedom of association for all employees and the right to be represented in collective bargaining agreement
- support and respect the protection of internationally proclaimed human rights, such as the United Nations Universal Declaration of Human Rights and the International Labour Organizations (ILO) Declaration on Fundamental Principles and Rights at work.

Health, security and the environment

Supplier represents and warrants that supplier and all sub suppliers will;

- work according to internationally recognised environmental management principles and comply with national environmental legislation
- work ambitiously, through continuous improvement, for a healthy work environment and safe and secure conduct according to internationally recognised health and safety management principles and practices and applicable law.

Sanctions

1. Supplier represents and warrants that neither he, nor to his knowledge any member of the supply chain to Servi, is listed on a Sanctions List, or owned (in whole or in part) or otherwise controlled, directly or indirectly, by any person or entity listed on a Sanctions List. Supplier undertakes immediately to notify Servi's Representative in writing should he become aware of any changes in this respect.

2. Where Supplier or an individual or entity owning 50% or more of supplier or that in any other way controls supplier (directly or indirectly), is or becomes listed on any Sanctions List this always constitutes a substantial breach of any contractual regulations.

"Sanctions" for this purpose means any laws or regulations adopted, maintained or enforced by the United Nations, European Union or the United States of America directed at prohibiting or restricting dealings with certain countries, territories, governments or specially designated persons or entities. "Sanctions List" for this purpose means any list of sanctioned individuals, entities, governments, countries or territories adopted, maintained or enforced under any Sanctions (including, without limitation, the United States List of Specially Designated Nationals and Blocked Persons, the United States Entity List, the European Union financial sanctions list, and any list of parties designated for financial sanctions under United Nations Security Council Resolutions).