

We are convinced that we can only achieve our corporate goals on a sustainable basis if we continue to live up to our responsibilities to our customers, suppliers, shareholders, employees and the public under economical, ecological and socio-ethical aspects. We are conscious of the importance of our role within the supply chain from the manufacturer to the consumer.

The Executive Board of NORDENIA INTERNATIONAL AG has now stipulated the following guidelines for all sites and employees:

Our primary objective is the complete fulfillment of customers' requirements regarding the quality, hygiene and safety of our products and processes.

Naturally, we comply with the legislation and with the requirements imposed by authorities to protect the environment and our employees and for the conformity of our products. Whenever technically and economically feasible, we endeavor to exceed these requirements.

We commit ourselves that our behavior in business is based on sincerity, respect and integrity. In our Code of Conduct the necessary basic rules, norms and behaviors are established.

We treat the environment responsibly and focus on the efficient use of raw materials, energy and other resources. Avoiding undesirable effects on people and the environment is our constant duty.

We create mutual trust through an open and continuous dialogue with our business partners and employees, as well as with authorities, neighbors and the public.

Our employees are our most important assets. We protect them from accidents and harm to their health. We provide them with basic and advanced occupational training and we continuously improve their awareness of quality, hygiene, the environment, safety and health.

Agreements about measurable targets ensure the continual improvement and further development of our products and processes and promote the efficiency of our management system.

Our executives are role models and support their employees systematically in the successful implementation of this corporate policy, also within the meaning of our shared values.

31. März 2012
NORDENIA INTERNATIONAL AG
Executive Board

A handwritten signature in blue ink, appearing to read 'R. Landwehr'.

Ralph Landwehr

A handwritten signature in blue ink, appearing to read 'A. Picolin'.

Andreas Picolin

A handwritten signature in blue ink, appearing to read 'A. Busacker'.

Andreas Busacker