

CARDIMPULZ CODE OF CONDUCT:

OUR CORPORATE CODE

Our corporate code is an important cornerstone in our common culture. The code shows what CardImpulz stands for:

IN GENERAL.

CardImpulz has a reputation of being a reliable partner. Our integrity should be beyond doubt. We expect our staff and our partners in business, manufacturers, suppliers, dealers and agents to demonstrate the same.

DOING BUSINESS

we do business on the basis of a fair and ethical business operation, sound reliability and integrity. We expect the same from everybody we do business with. The competitive trading legislation and regulations is intended to promote a free and fair competition. CardImpulz meets the requirements required to comply with this legislation. CardImpulz supports constructive legislation in which trade limitations, unfair practice and misuse of economic power are prohibited.

CardImpulz produces and buys products from mainly Chinese companies with very different cultural backgrounds and traditions than our own European background and traditions. In the interest of our clients and the users of our products it is necessary that everybody that works with, or for us abides the law and regulations as applicable in China, and also follow or comply with the local standards and values, to the extent that these agree with the ILO conventions, the Universal Declaration of Human Rights, the convention of the rights of the Child and the convention of the Elimination of any form of discrimination against Women. Thus, in agreement with the ILO and UN Conventions and all other relevant legal requirements, shall we, to the best of our abilities, comply! In this context the next essential items are of importance:

Freedom of association with others and the right of collective negotiations

this is in agreement with the ILO conventions 87, 98 and 135.

Prohibition to discriminate

this is in agreement with the ILO conventions 100 and 111.

Remuneration

this is in agreement with the ILO conventions 26 and 131.

Working hours

this is in agreement with the ILO conventions 1 and 14.

Safety of the working environment

this is in agreement with the ILO convention 155 and the recommendation 164.

Prohibition of Child Labor

this is in agreement with the ILO conventions 79, 138, and 14.

Prohibition of Forced Labor

this is in agreement with the ILO conventions 29, 105.

Environment

CardImpulz expects her manufacturers and suppliers to comply with the European Law and regulations concerning the use of chemical substances and other hazardous materials.