

Compliance Form:

Acknowledgement and agreement to uphold Grolman international Distribution Code of Conduct:

Dear Ladies and Gentlemen,

Our Code of conduct is an important aspect of our efforts to ensure that all the business partners we work with have similar high standards and continually working toward improving business practices:

As a Business Partner of Grolman International Distribution we require that you comply with one of the statements below by ticking the box and filling in your information:

□ You as business partner can confirm to Ms Sabine Käßler <u>s.kaessler@grolman-group.com</u> that your organisation's own code of conduct currently meets or exceeds the requirements set out in our code of conduct with a copy of your code of conduct attached.

□ You as a business partner do not have a code of conduct or are in the process of creating/updating your organisation's own code of conduct and thus sign and return this form to Ms Sabine Käßler s.kaessler@grolman-group.com acknowledging that your business will operate in line with the requirements set out in our code of conduct.

Company Name

Last name, first name

Function in the company:

Date and Signature

Stamp

Sincerely yours,

Grolman International Distribution Sustainability Team

This document has been created digitally and is therefore valid without signature

Gustav Grolman GmbH & Co. KG

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Deutsche Bank AG KTO 2 064 020 BLZ 300 700 10 IBAN DE86 3007 0010 0206 4020 00 BIC DEUTDEDD Commerzbank AG KTO 410 669 600 BLZ 300 400 00 IBAN DE76 3004 0000 0410 6696 00 BIC COBADEFF KG: Neuss HR A 5109 No: Groiman Verwaltungsgesellschaft mbH Neuss HR B 9162 Geschäftsführer: Jürgen Groiman, Dirk Groiman, Florian Groiman, Mike Dörsam USt.ID.Nr. D£121282811

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