

This letter will confirm that GHS B.V. complies with the following:

**Forced or Involuntary Labor** – GHS doesn't use forced or involuntary labor of any type (e.g., forced, bonded, indentured or involuntary prison labor); employment is voluntary.

**Child Labor** – GHS will not use child labor. The term "child" refers to any person employed under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. We support the use of legitimate workplace apprenticeship programs which comply with all laws and regulations applicable to such apprenticeship programs.

**Wages and Benefits** - GHS will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits.

**Working Hours** - GHS will not exceed prevailing local work hours and will appropriately compensate overtime. GHS shall not require GHS's employees to work more than 60 hours per week, including overtime, except in extraordinary business circumstances with their consent. In countries where the maximum work week is less, that standard shall apply. Supplier's employees should be allowed at least one day off per seven-day week.

**Nondiscrimination** - GHS will not discriminate in hiring and employment practices on grounds of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, gender identity or expression, marital status, pregnancy, political affiliation, or disability.

**Respect and Dignity** – GHS will treat all their employees with respect and will not use corporal punishment, threats of violence or other forms of physical coercion or harassment.

**Freedom of Association** - GHS shall respect the legal rights of employees to join or to refrain from joining worker organizations, including trade unions. GHS has the right to establish favorable employment conditions and to maintain effective employee communications programs as a means of promoting positive employee relations that make employees view third-party representation as unnecessary.

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**Health and Safety** – GHS will provide GHS’s employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Consistent with these obligations, GHS must have and implement effective programs that encompass life safety, incident investigation, chemical safety, ergonomics, etc., and provide the same standard of health and safety in any housing that is provided for employees. GHS should strive to implement management systems to meet these requirements.

**Protection of the Environment** - GHS will operate in a manner that is protective of the environment. At a minimum, GHS must comply with all applicable environmental laws, regulations and standards, such as requirements regarding chemical and waste management and disposal, recycling, industrial wastewater treatment and discharge, air emissions controls, environmental permits and environmental reporting. GHS must also comply with any additional environmental requirements specific to the products or services GHS is providing to clients as called for in design specifications and contract documents. GHS should strive to implement management systems to meet these requirements.

**Laws, Including Regulations and Other Legal Requirements** - GHS will comply with all applicable laws and regulations in all locations where Supplier conducts business.

**Ethical Dealings** - GHS will observe the highest ethical principles in performing work. GHS will be familiar and will strictly comply with all laws and regulations on bribery, corruption, and prohibited business practices. GHS and GHS’s subsidiaries and affiliates have not and will not offer, promise or make or agree to make any payments or gifts (of money or anything of value) directly or indirectly to anyone for the purpose of influencing, or inducing anyone to influence decisions in favor of a client or any of its subsidiaries or affiliates.

**GHS’s Suppliers and Agents** - GHS will make best efforts to extend these principles to its suppliers and agents engaged in the production of goods and services.

These obligations are hereby incorporated by reference into each agreement that client has with GHS under which client procures or can procure products or services from GHS.

ACCEPTED AND AGREED TO:  
GHS B.V.

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1rst April 2016, Haarlem