

Code of Conduct

Our Code of Conduct is directed at any supplier and subcontractors who manufacture products on behalf of STATE OF WOW®. It is a set of basic requirements that any supplier must comply with in order to do business with STATE OF WOW®.

STATE OF WOW®'s Code of Conduct describes the ethics, which we believe are fundamental. All major suppliers who manufacture products for STATE OF WOW® and sub-contractors of major components will be audited by STATE OF WOW® or an independent monitor.

STATE OF WOW® requires all suppliers to provide a written assurance that their suppliers also comply with our Code of Conduct. STATE OF WOW® acknowledges that legislation and cultural patterns vary across the world and that suppliers thus operate under different circumstances. We will however not accept a supplier who does not apply with our Code of Conduct.

STATE OF WOW®'s Code of Conduct covers:

- Child labor
- Disciplinary practices
- Compensation – wages and benefits
- Working hours
- Employment terms
- Discrimination
- Environment
- Safe and healthy working environment

Furthermore, STATE OF WOW® recommends all our suppliers to support the 10 principles announced in 1999 by the UN Secretary General Kofi Annan for The Global Compact in four important areas: Human rights, labor standards, environment and anti-corruption.

Certificates

STATE OF WOW® works with SGS for inspection, audits and certification.

SGS is the world's leading inspection, verification, testing and certification company. SGS are recognized as the global benchmark for quality and integrity. With more than 75,000 employees, who operate a network of more than 1,500 offices and laboratories around the world. For further information concerning SGS we refer to their website www.sgs.com

STATE OF WOW® ensures every two years to draw up an audit report on our suppliers.

Customers' specific requirements for audit reports at other times can be arranged by STATE OF WOW®. Such charges will be invoiced to the customer.