

# Kiwa Code of Conduct and Compliance

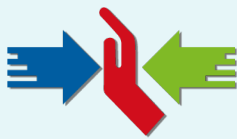


Kiwa operates strict Principles on Conduct and Compliance for professional behaviour on technical matters, doing business and ethics. To ensure the effectiveness of these Principles, Kiwa subjects itself to an annual independent verification. The results are reported to the Kiwa Compliance Committee, the Kiwa Supervisory and Executive Board and the external TIC Council and are used for taking action if appropriate.



## Integrity

Kiwa operates in a professional, independent, impartial and ethical manner in all its activities. This entails carrying out work honestly, tolerating no deviation from approved methods and procedures and reporting actual findings and professional opinions.



## Conflicts of interest

Kiwa avoids conflicts of interest with any related entity in which it has a financial or commercial interest and to which it is required to provide services.



## Fair business conduct

Kiwa respects standards of business ethics, competition compliance and integrity and will not do anything to bring its reputation into disrepute.



## Anti-bribery

Kiwa prohibits the offer, gifting or acceptance of a bribe in any form, including kickbacks on any portion of a contract payment. No improper benefits will be received or provided in doing business.



## Confidentiality and data protection

Kiwa respects the confidentiality and privacy of information of companies and persons doing business with Kiwa as well as of Kiwa employees and ensures processes are in place to adequately protect such information.



## Competence

Kiwa employees will have the right capabilities and are competent to perform their job. This is supported by regular education and training.



## Fair labour and ethical behaviour

Kiwa is aware of its social responsibility for its employees and the people, communities and environments in which it works. Kiwa acts with honesty and fairness while respecting human rights, equality, dignity and diversity of its employees.



## Health and safety

Kiwa provides a safe working environment to protect the health and safety of employees, customers and third parties.