

S+P Samson GmbH · Industriestr. 32 · 86438 Kissing · Germany

To our business partners

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Declaration regarding the German Minimum Wage Act (MiLoG) and the Posted Workers Act (AentG)

We would like to make you aware that, to ensure consistency, we provide the following confirmation to our contractual partners in response to all enquiries regarding the above issue:

1. Our company remunerates all of its employees in accordance with the requirements of the Minimum Wage Act (MiLoG).
2. We also require all contractors who perform work and services for us, and, provided we use them to fulfil our own duties, to comply with the MiLoG, including, but not limited to paying the minimum wage and, that they in turn require any subcontractors they use to comply with the MiLoG.
3. In the event that your company is held liable by a third party to pay the customary wage, due a violation of the MiLoG which is our responsibility, we herewith indemnify you internally.

We look forward to continuing our excellent cooperation in the future.

Please do not hesitate to contact us if have any questions regarding this issue.

Yours sincerely
S+P Samson GmbH

signed Karl Tochtermann
Managing Director/CEO

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