



02 February 2012

Ref.: Code of Conduct for ESAB Business Partner

Dear Mr. Hamza Xhakoni,

We refer to the distribution arrangements between **ESAB Kft.** and **Hamza Xhakoni sh.a.**

ESAB has decided to put a special focus on their business areas where agents and distributors are involved. ESAB as a global active group of companies is committed to implementing a framework on a basis which ensures compliance with the standards of business conduct required by ESAB's policies and by law.

Going forward we will at this stage request any distributor to agree on the terms of the Code of Conduct attached to this letter as Appendix 1. As a second step ESAB will establish risk profiles of some distributors in accordance with the ESAB Distribution Policy which has been adopted by the ESAB Global Board in the past weeks. Consequently some distributors may in the forthcoming weeks receive questionnaires which shall be completed and will be required to enter into written Distribution Agreements with ESAB.

ESAB is looking forward to receive your comments and remarks and is also looking forward for ongoing business with you and is pleased to maintain a network of competent business partners such as you all over the world.

Please confirm your agreement to the terms of this letter by signing in the space indicated at the end of this letter.

In case of any queries please contact our Customer Service Desk or your local Sales Manager who can give you further advice.

Yours faithfully

For and on behalf of **ESAB Kft.**

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Dudás Csaba
Managing Director

ESAB Kft.
1062 Budapest,
Teréz krt. 55-57.
Adószám: 10445763-2-42
12001008-00110340-00100000

.....
Papp Tibor
Managing Director

We confirm our agreement to the terms of this letter and the Code of Conduct for ESAB Business Partners as per Appendix 1 below.

For and on behalf of **Hamza Xhakoni sh.a.**

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Hamza Xhakoni Sh.p.a. Anonime
Hamza Xhakoni sh.a. Import - Export
XHAKONTA-SHA
DURRES-ALBANIA