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Date:

Code of Conduct for Suppliers

Dear Supplier,

Oticon is committed to a sustainability policy which includes high standards of ethics, human rights and fairness and is dedicated to meeting its environmental and social responsibilities. As a result hereof similar high standards must apply to our Suppliers. This has been described and outlined in the attached

Oticon Code of Conduct for Suppliers 2009

It is mandatory for all companies supplying goods or services to Oticon to comply with the Code.

In the future, compliance with the Code will be part of the general Oticon supplier evaluation process. Furthermore, Oticon will be conducting audits at selected Suppliers in order to verify compliance with the Code.

We believe that we can work positively with you on the Code issues. If you need any clarification or have any other business matters to discuss, please contact us.

Best regards,
Oticon A/S

Encl.: "Oticon Code of Conduct for Suppliers 2009"