

HR-amendments		
Article	Old Rule	New Rule
ARTICLE 4. CODE OF CONDUCT GENERAL MEMBERS NON-DISCLO SURE AGREEMENT AMONG ACTIVE MEMBERS PERSONAL DATA	4.1 A member shall at all times refrain from abusive, humiliating, intimidating, sexually transgressive conduct that could damage ABC's members and name;	4.1 A member shall at all times refrain from abusive, humiliating, intimidating, discriminating , sexually transgressive conduct that could damage ABC's members and name;
	4.5 person in question should always have the possibility to explain and adapt him/herself;	4.5 person in question should always have the possibility to explain and adapt him/herself;

HR-additions	
Article	New Rule
4.2	Exceeding one of the above rules listed in article 4.1 result in a sanction of at least a year (twelve months starting from the date of exceeding) up to lifelong ban from all ABC activities.
4.3	In case of a ban and the alleged perpetrator manages to offer a sincere apology in written form and it has been approved by the board, the supervisory board and the alleged victim, the duration of this sanction can be reduced by half (not valid for lifelong exclusion);
4.4	Only the board can deviate from these sanctions if such deviation has been approved by the supervisory board, and this decision must always be explainable at the General Member Assembly of Shareholders (GAM).