

Datwyler Group Supplier Code of Conduct

I. Introduction

100 years of innovation for the benefit of our customers, employees, shareholders and other stakeholders – that is the hallmark of the Datwyler Group. Over this period, Datwyler has evolved from a family-owned Swiss company into an international Group. Building on our strong roots, we have developed our own style with genuine values: “We are entrepreneurs.” / “We bring value to our customers.” / “We excel in what we do.” / “We have respect for others.”

Our customers, suppliers and other business partners can be certain that their business relations with Datwyler Group companies are based on trust and respect. We are convinced that these traditional basic values are regaining importance in our continually globalising world and that they can even be an additional competitive advantage. Based on this conviction, the Datwyler Group has introduced a Code of Conduct for its employees and joined the UN Global Compact. The Datwyler Group and all of its companies and subsidiaries have committed themselves to the ten principles of the UN Global Compact relating to human rights, labour standards, environmental protection and anti-corruption initiatives. This Datwyler Group Supplier Code of Conduct is largely based on the values and principles of the UN Global Compact and, of course, on the Datwyler Code of Conduct. It applies to all suppliers, consultants, agents and partners of all companies, subsidiaries and brands of the Datwyler Group worldwide.

The Datwyler Group, on behalf of all of its companies, subsidiaries and brands, considers the requirements of this Supplier Code of Conduct to represent a minimum standard for sustainable supplier management. Therefore, this Supplier Code of Conduct forms the basis of our business relationship. We are convinced that by strictly adhering to the requirements of this Supplier Code of Conduct, we are jointly creating added value for all parties involved.

II. Principles and Requirements

The undersigned Supplier declares herewith:

Compliance with laws and regulations

- to comply with the laws and regulations of the applicable legal system(s), minimum industry standards, ILO (International Labour Organisation) and UN Conventions, and any other relevant requirements.

Prohibition of corruption and bribery

- to tolerate no form of and not to engage in any form of corruption or bribery, including any payment or other form of benefit for the purpose of influencing decision making in violation of law;
- to act in such a way that no personal dependence, obligation or influence can develop.

Respect for the basic human rights of employees

- to promote equal opportunities for and treatment of its employees irrespective of skin colour, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age;
- to respect the personal dignity, privacy and rights of each individual;
- not to employ or make anyone work against his or her will;



- not to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual and personal harassment or discrimination;
- not to tolerate any behaviour (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative;
- to provide fair remuneration and to guarantee the applicable national statutory minimum wage;
- to comply with the maximum number of working hours laid down in the applicable national laws;
- to recognise, as far as legally possible, the right of free association of employees and to neither favour nor discriminate against members of employee organisations or trade unions.

Prohibition of child labour

- to employ no workers who cannot prove they have reached the minimum age of 15 (in accordance with ILO convention 138);
- to comply with the applicable national standards for the protection of children and adolescent workers. Only ILO exceptions are permitted.

Health and safety of employees

- to take responsibility for the health and safety of its employees;
- to control hazards and to take the best reasonably possible precautionary measures against accidents and occupational diseases;
- to provide training and ensure that all employees are educated in health and safety issues;
- to establish reasonable systems to detect, avoid and respond to potential threats to the health and safety of its employees.

Environmental protection

- to act in accordance with the applicable statutory and international standards regarding environmental protection;
- to minimise environmental pollution and make continuous improvements in environmental protection;
- to comply with applicable procedures and standards for waste management, handling and disposal of chemicals and other dangerous materials, emissions and effluent treatment;
- to set up or use a reasonable environmental management system.

Supply chain

- to use best efforts to promote among its suppliers compliance with this Code of Conduct;
- to comply with the principles of non-discrimination with regard to supplier selection and treatment.
- not to use any subcontractor for production purposes in connection with any Datwyler business unless the subcontractor has signed a copy of this Supplier Code of Conduct. This applies in addition to any restrictions on the use of subcontractors that are otherwise agreed to between the Supplier and the Datwyler Group company or its subsidiary.

III. Implementation, Monitoring, Violations, Reporting

The undersigned Supplier is solely responsible for full compliance with this Supplier Code of Conduct by its officers, directors, managers, employees, representatives and agents. Furthermore, the Supplier agrees that the Datwyler Group company, its subsidiaries or our designated agents (including third parties) may engage in monitoring activities to assess compliance with this Supplier Code of Conduct, including on-site inspections of facilities and reviews of books and records.



The principles and requirements of this Supplier Code of Conduct are essential for the business relationship between the Datwyler Group company, its subsidiaries and the Supplier. Therefore, if the Supplier does not comply with this Supplier Code of Conduct, the Datwyler Group company and its subsidiaries reserve the right to terminate the business relationship with the Supplier subject to applicable laws.

The Supplier should immediately notify the Datwyler Group at compliance@datwyler.com upon learning of any known or suspected improper behaviour by the Supplier or by employees of the Datwyler Group company, its subsidiaries or its agents. This supplier whistleblowing email address is monitored by the Datwyler Group's Internal Audit department.

Declaration of the Supplier:

We hereby declare the following:

We have received a copy of the "Datwyler Group Supplier Code of Conduct" and hereby commit ourselves, in addition to our commitments set out in the supply agreements, to comply with its principles and requirements.

Company Name / Seal

Place, Date

Name (BLOCK CAPITALS)

Function

Signature

Name (BLOCK CAPITALS)

Function

Signature

This document must be signed by authorised representatives of the company.