

Datwyler 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 Datwyler. 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 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 are an additional competitive advantage. As we aim for growth and success, we also strive for greater responsibility and environmental awareness in all that we do. That's why sustainability has always been an integral part of the long-term business strategy of Datwyler. Besides our Code of Conduct for our employees, other examples of our commitment include the UN Global Compact membership since 2009, our Human Rights Policy, or our Sustainability Report, created in conformance with globally accepted guidelines and periodically published. This Datwyler Supplier Code of Conduct is largely based on the values and principles expressed in these documents and applies to all suppliers, consultants, agents and partners of all companies, subsidiaries and brands of Datwyler worldwide.

Datwyler, 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, including but not limited to the United Nations Guiding Principles (UNGPs), and any other relevant requirements.

Prohibition of fraud and money laundering

- not to accept or engage, directly or indirectly, in any form of fraud, including but not limited to deception, bribery, forgery, extortion, corruption, theft, conspiracy, embezzlement, misappropriation, false representation, concealment of material facts, collusion or any other form of benefit for the purpose of influencing decision making in violation of law;
- not to accept or engage, directly or indirectly, in any form of money laundering or terrorism financing activity;
- not to accept or engage, directly or indirectly, in any form of facilitating payments (also referred to as 'kickbacks', 'backhanders', or 'grease payments', a payment for a routine governmental action (e.g., to obtain a permit), typically a small amount, that happens infrequently and is paid for something you are entitled to, and to accelerate the process);
- not to accept or provide, directly or indirectly, business gifts to employees of business partners, unless of non-lavish value and on an irregular basis, or officials (such as, but not limited to, judges, party officials or candidates running for political office, government employees, government-owned company employees), unless meals of non-lavish value, on and irregular basis and with a valid business purpose;
- to act in such a way that no personal dependence, obligation or influence can develop.

Commitment to respect human rights

- to promote equal opportunities for and treatment of its employees, including part-time or temporary workers, irrespective of origin, nationality, cultural background, political or religious conviction, skin colour, age, sexual orientation, language, health or disability conditions, or marital status;
- 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 accept or engage, directly or indirectly, in any form of discrimination, humiliation, oppression, harassment or offences;

- not to accept or engage, directly or indirectly, in any behaviour (including gestures, language and physical contact) that is sexual, coercive, threatening, abusive or exploitative;
- to provide fair wages that cover employees' basic needs and provide decent living standards and to guarantee the applicable national statutory minimum wage;
- to comply with the maximum number of working hours, including overtime working hours, laid down in the applicable national laws;
- to recognise, as far as legally possible, the right of free association and collective bargaining of employees, including part-time or temporary workers, and to neither favour nor discriminate against members of employee organisations or trade unions.

Prohibition of child and forced labour

- not to accept or engage, directly or indirectly, in the use of child labour at any stage of its general activities other than in accordance with all applicable laws and regulations;
- to follow the principles of the UN Global Compact and the ILO Minimum Age Convention (No.138) with regard to minimum employment age, according to which, a child is a person younger than 15 years of age, or 14 years of age in accordance with the exceptions for developing countries as set out in Article 2.4 in the ILO Convention No. 138 on Minimum Age. If national legislation has set a higher minimum age, this age will apply;
- to comply with the applicable national standards for the protection of children and adolescent workers. Only ILO exceptions are permitted;
- not to use any forced, compulsory, bonded (including debt bondage) or indentured labour; involuntary or exploitative prison labour; slavery or trafficking of persons is not permitted;
- not to unreasonably restrict employees, including part-time or temporary workers, freedom of movement.

Health and safety of employees

- to take responsibility for the health and safety of its employees, including part-time or temporary workers;
- 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, including part-time or temporary workers, 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, including part-time or temporary workers, such as ISO45001.

Environmental protection

When choosing resources, products and manufacturing processes, we are committed to finding environmentally friendly materials and techniques that will have the least possible impact on the environment, and potential impact on human rights, when the products are manufactured, used, re-used, recycled, or ultimately disposed of.

- 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, such as ISO14001.

Confidentiality and data protection

- to protect all confidential information provided by Datwyler and its respective business partners;
- to protect any personal data from misuse and comply with all applicable data protection laws and regulations.

Supply chain

- to obtain confirmation from each of its suppliers (including subcontractors) providing goods or services, directly or indirectly, to Datwyler, that the supplier acts in compliance with this Datwyler Supplier Code of Conduct or with the Supplier's own Supplier Code of Conduct (if equivalent, in content and requirements, to this Supplier Code of Conduct)
- to comply with the principles of non-discrimination with regard to supplier selection and treatment.
- to respect any restrictions on the use of suppliers (including subcontractors) that are otherwise agreed to between the Supplier and Datwyler or its subsidiaries.

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 Datwyler, 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 Datwyler, its subsidiaries and the Supplier. Therefore, if the Supplier does not comply with this Supplier Code of Conduct, Datwyler and its subsidiaries reserve the right to terminate the business relationship with the Supplier subject to applicable laws.

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

Declaration of the Supplier:

We hereby declare the following:

We have received a copy of the "Datwyler Supplier Code of Conduct" and 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.