

The background features a large, light gray arrow pointing to the right. Overlaid on this is a complex network of white and red lines forming a map of Europe. The network consists of numerous nodes connected by thin lines, with some nodes highlighted in red. The overall aesthetic is modern and digital.

Angst+Pfister Group Code of Conduct for Supply Partners

Purpose

At the Angst+Pfister Group, building a sustainable future implies strong relationships with our partners. These relationships based on trust and loyalty are core of our values and lead to a joint success. We believe that our commitment towards an accountable conduct of business goes hand in hand with realizing our vision - being a partner for outstanding product and material expertise, engineering and supply chain excellence - and results in our success. Our supply partners are therefore thoroughly selected based on our supply chain strategy and values.

We are committed to comply with all applicable laws and regulations, to foster fairness and inclusion, fair competition and to take on social and environmental responsibility.

The Angst+Pfister Group Code of Conduct for Supply Partners is a minimum requirement from our side to all our supply partners and their sub-supply partners, based on standards of:

- United Nations' Universal Declaration of Human Rights
- United Nations' Convention on the Rights of the Child
- ILO (International Labour Organization) Fundamental Principles and Rights at Work
- International Chamber of Commerce's (ICC) Business Charter for Sustainable Development

Being part of the Angst+Pfister Family

As a supply partner of the Angst+Pfister Group, you can expect to have a long-term, reliable partner who complies with the same requirements as imposed upon you as supply partner and who respects clear and mutually agreed commercial terms. The purpose of this Code of Conduct for Supply Partners is to clearly communicate our position, our expectations towards supply partners and in case of a supply partner assessment, to share the results as well as proposed actions for improvement.

Our Principles

Supply partners of the Angst+Pfister Group are required to conduct their business in compliance with all applicable laws and regulations, to take on social and environmental responsibility and to seek for a fair and robust business environment. The below principles are to be followed without exceptions and include full responsibility for own supply partners, sub-supply partners, as well as own employees, including freelancers.

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1. Compliance with Laws and Regulations

The supply partner shall fully comply with all national and international legal requirements relevant to the conduct of its business.

2. Anti-Corruption and Business Integrity

The Angst+Pfister Group acts with the highest standards of ethical conduct when dealing with employees, supply partners, customers and likewise our supply partners are expected at all times to meet with all applicable laws and to commit themselves to countering bribery and corruption. Supply partners shall not violate any international anti-corruption conventions and applicable anti-corruption laws and regulations of the countries in which they operate and shall not engage in any form of bribery or corruption, including without limitation extortion, embezzlement or fraud in any form. Supply partners must uphold fair business standards in advertising, sales and competition. Gifts or advantages intended to obtain an unlawful advantage or to improperly influence may not be given or offered, directly or indirectly, neither to public nor private functions and decision-makers.

3. Fair Competition

The Angst+Pfister Group believes in free and open competition and supply partners are required to strictly follow the rules of fair competition and anti-competitive practices.

This includes, but is not limited to:

- Bidding independently from competitors
- Not discussing bidding practices with competitors
- Not entering into agreements, coordinated practices, or understandings that could restrict competition
- Not exchanging sensitive information with competitors (including pricing, costs, production data, market data, sales territories, supply partner or distribution channels, customer lists, or other non-public business information)
- Only gathering information about competitors using means that are ethical and legal
- Not to agree with competitors on the division or allocation of geographic markets, customers, or product lines among each other

4. Health & Safety

The Angst+Pfister Group wants to make sure that nobody whose work is contributing to our success is deprived of his or her human rights or suffers mental or physical harm. Therefore, the Angst+Pfister Group expects the supply partner to respect internationally recognized Human Rights, regional labor laws and all applicable laws and regulations in order to ensure sound working conditions. More specifically:

The supply partner must:

- Ensure a safe and healthy workplace including appropriate controls, safety procedures, preventative maintenance, and a management system to encourage continuous improvement
- Pay at least the minimum legal wage and compensate for overtime as per legal requirements
- If housing is provided, ensure reasonable privacy, fire safety, quietness, and facilities for personal hygiene
- Create a working place assuring the well-being of all employees

The supply partner must not:

- Make use of child labor
- Make use of forced or bonded labor
- Exceed the maximum legal working time
- Prevent workers from associating freely with any workers' association or group of their choosing or collective bargaining
- Make use of any form of mental or physical disciplinary actions

5. Trust & Respect

The principles of the Angst+Pfister Group underline the general conditions for a climate of trust and respect, enhancing teamwork, innovation, customer focus and the long-term success of our company. We encourage our supply partners to act in line with these values, but at a minimum, to ensure an environment where any form of violent, discriminatory, or harassing behavior against individuals is not tolerated and associated with consequences.

6. Environmental Responsibility

Environmental issues are handled with the upmost care and importance at the Angst+Pfister Group. We strive to improve our processes to minimize any possible damaging effects to the environment which may result as a consequence of our own or our supply partners' activities. Therefore, the Angst+Pfister Group and its supply partners shall continuously reduce the environmental impact of operations.

More specifically, our supply partners must:

- Minimize waste and emissions to air, ground and water
- Handle chemicals in an environmentally safe way
- Handle, store and dispose hazardous waste in an environmentally safe way
- Contribute to the recycling and reuse of material and products
- Continuously improve energy efficiency in its production process and the handling and transportation of goods
- Fulfill the European Union Council Directive 76/769/EEC of 27 July 1976 relating to restrictions on the marketing and use of certain dangerous substances and preparation

(reference: '16.0102.00-ANL General Terms and Conditions of Purchase', §9)

7. Information & Data Security

Supply partners shall handle confidential information related to the Angst+Pfister Group products, services, partners and employees as such. Compliance with applicable laws and regulations on the collection, transfer, processing, and retention of confidential information is mandatory.

Our proprietary data and information is disclosed in confidence and shall be and remain the Angst+Pfister Group sole property and such items or any copies, articles or parts therefrom will not be furnished to others without written consent, unless required to do so by law. Supply partners are encouraged to continuously maximize data security and to minimize access to sensitive information.

The supply partner agrees to:

- Protect the confidentiality of the Angst+Pfister Group proprietary data and information in the same manner that it protects the confidentiality of its own confidential information but in no event using less than a reasonable standard of care
- Keep current a non-disclosure agreement with the Angst+Pfister Group to protect the integrity and proprietary nature of all confidential information

Compliance

All current and new supply partners will be assessed as regards the requirements of our Code of Conduct for Supply Partners. We will clearly communicate the results of the assessment and outline the areas of improvement.

The supply partner is required to:

- Adhere to the Angst+Pfister Group Code of Conduct for Supply Partners
- Ensure that all measures required are implemented accordingly
- Effectively communicate and enforce the contents to all of his supply partners and sub-supply partners, as well as to his own employees
- Inform the Angst+Pfister Group about where the production facilities are located that are relevant for the Angst+Pfister Group. We reserve the right to make unannounced visits and audits to sites where people work directly or indirectly for us
- Actively follow up on requirements for improvement

The Angst+Pfister Group will:

- Assess all current and new supply partners as regards the requirements of the Angst+Pfister Code of Conduct for Supply Partners
- Clearly communicate the results of the assessment to the supply partner
- Monitor compliance to this Code of Conduct through regular audits by Angst+Pfister itself or an independent organization authorized by Angst+Pfister
- Always reserve the right to check the current status at supply partners in order to ensure compliance with these requirements

Non-Compliance

Believing in long-term relationships, Angst+Pfister does not break off relations due to non-compliance only, as long as there is a willingness to improve in the right direction with an agreed plan of action to comply with our requirements within an acceptable time frame. Repeated violations of these requirements will result in the termination of the cooperation. We are also prepared to take country or cultural differences and other relevant factors into consideration, but we will not compromise on the fundamental requirements described in this document.

If you have additional questions about this Code, please contact your designated Angst+Pfister procurement representative or email us (ap.ethics@angst-pfister.com)

Compliance

Name/ Signature of the
Angst+Pfister Group representative

Name/ Signature supply partner

Date/ Location

Date/ Location