



BOSSARD

Proven Productivity



How We Partner

Bossard Supplier Code of Conduct



Our suppliers
comply with the
applicable laws.



Only sustainable
success is success.



We protect ours
and respect others
intellectual property
rights.



We respect human
rights and expect the same
from our suppliers.

„How We Partner“



We are fair market
participants and do
not tolerate anti-
competitive actions.



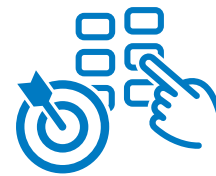
Avoid conflicts of
interest. If there are
any, solve it.



Bossard expects a careful
handling and appropriate
protection of data and
information.



No form of bribery,
corruption or money
laundering will be tolerated
by Bossard.



PART I

VALUES, OBJECTIVES AND APPLICATION SCOPE

For the Bossard Group and all of its affiliates (hereinafter “Bossard”) sustainability and future viability are fundamental values. Bossard assumes social responsibility towards its stakeholders as well as the environment. Thereby, the Suppliers make an important contribution to Bossard’s sustainable growth and overall success.

Establishing and maintaining relationships of trust with Suppliers is a particularly important part of the work of Bossard. In its procurement, Bossard carefully evaluates their Suppliers and puts them through a qualification process. Thereby, Bossard takes into account environmental and social criteria, including due diligence with regard to human rights and the avoidance of child, forced or compulsory labour.

This Supplier Code of Conduct (hereinafter “Code of Conduct”) provides the minimum standards expected from the Bossard Suppliers with respect to compliance with applicable laws and internationally recognized standards.

This Code of Conduct is based, without limitations, on the following standards:

- United Nations Universal Declaration of Human Rights;
- United Nations Convention on the Rights of the Child;
- fundamental conventions and international labour standards of the International Labour Organization;
- principles of the United Nations Global Compact;
- Dodd-Frank Wall Street Reform and Consumer Protection Act on the use of conflict minerals;
- Restriction of Chemicals (REACH), European Union regulation No 1907/2006 dated 18 December 2006;

- RoHS 3 standards (restriction of hazardous substances), EU Directive 2015/863;
- Best practices in the international industry;
- Bossard Code of Conduct.

Bossard adheres to the principles of this Code of Conduct and requires all its Suppliers to explicitly acknowledge and comply with the principles set forth in this Code of Conduct.



All Suppliers are required to endeavor continuous improvement within all areas of this Code of Conduct in order to ensure that they, and their subcontractors, produce goods and supply services to Bossard in an ethical manner and in accordance with the best practices in the international industry.



PART II

SUPPLIER CODE OF CONDUCT STANDARDS

1. Recognition and Compliance with Applicable Laws

In order to adhere to the requirements of this Code of Conduct, Suppliers shall comply with all applicable laws and regulations as well as international standards, including upcoming applicable laws and standards, with respect to human rights, labour laws, environmental protection, anti-corruption law, fair competition, export controls, sanctions and embargoes. In case of deviations between the provisions of this Code of Conduct and applicable laws or other applicable international standards, Suppliers shall adhere to the more stringent requirements.

2. Prohibition of Corruption, Bribery and Money Laundering

Suppliers shall not tolerate any acts of corruption or bribery in the form of improper payments, gifts offered, demanded or accepted, or any other form of compensation paid to any person or entity with the aim of gaining an unfair or improper business advantage and/or otherwise influencing the recipient's conduct. Bossard does not tolerate any of these practices and therefore does not accept any form of improper payment in any of our business transactions. Bossard does not tolerate any form of money laundering.

3. Fair Competition

Suppliers shall ensure full compliance with applicable competition laws. In particular, the Suppliers shall not participate with their competitors in price fixing, bid rigging, customer/market sharing agreements, exchange of price information, cartels, or any other practices in violation of competition and antitrust law.

4. Intellectual Property, Confidential Information, Data Privacy

Suppliers shall respect and protect the intellectual property, trade secrets, confidential information and personal data of Bossard, its employees and its customers.

5. Conflict of Interest

During the term of business collaboration with Bossard, if the Supplier becomes aware of a potential or actual conflict of interest, it shall promptly notify Bossard of such conflict of interest that may impact the Supplier's ability to perform its obligations under their agreements with Bossard. The Supplier shall co-operate with Bossard and seek to resolve the potential or actual conflict.

6. Information Security Measures

Suppliers shall comply with all applicable data and information protection laws and follow industry standards when processing Bossard's data and information.

Suppliers shall have clearly defined organizational IT/information security roles and responsibilities. Suppliers shall maintain information security policies, protocols, and processes to ensure the protection, confidentiality, integrity and availability of data and/or information against accidental, unauthorized or unlawful loss, destruction, alteration, disclosure, use or access.



Suppliers shall implement appropriate technical and organizational security measures, in line with industry best practices, in order to fulfill the requirements set out above.

7. Human Rights and Labour Rights

7.1. Prohibition of Child Labour

Bossard respects the right of children to unhindered development and education. Suppliers must not allow child labour. The minimum age for employment must be observed in accordance with applicable laws and regulations, and shall in no case be less than the age of completion of compulsory schooling under local laws and regulations. In absence of national legislation, the standards of the International Labour Organisation (ILO) shall apply. Suppliers shall refrain from hiring workers under the age of 18 to perform any types of work which is likely to jeopardize their health, safety or morals.

7.2. Prohibition of Forced Labour

Forced or compulsory labour is defined as work or service that is demanded of a person under physical and/or psychological threat and for which the person in question has not voluntarily agreed. Suppliers must not be involved in or profit from any form of forced labour, including prison labour-slavery, modern slavery or human trafficking. Employees must be able to move freely during the course of their employment.

7.3. Equal Opportunity

Suppliers must support and respect the protection of internationally proclaimed human rights. Suppliers shall not discriminate in recruitment and employment practices. Decisions about hiring, salary, benefits, training opportunities, discipline and termination must be solely based on employee's or candidate's ability to perform their job responsibilities. All employees must have equal opportunity and must not be discriminated on the basis of personal characteristics or beliefs, color, race, nationality, social background, gender, religion, age, marital status, association membership, sexual orientation, political opinion.

7.4. Prohibition of harassment and undignified treatment

Suppliers shall not allow any behavior that is threatening, abusive, exploitative, or sexually harassing, whether in the form of physical, psychological or verbal harassment or maltreatment in the workplace or related situations.

7.5. Privacy

Suppliers shall respect the employee's right to privacy whenever it gathers or keeps private information or implements employee-monitoring practices. In particular, the relevant data protection legislation must be complied with.

7.6. Working Hours and Fair Wage

Suppliers shall ensure that the weekly working time, including overtime, of their employees does comply with the maximum working hours in accordance with the applicable national laws and regulations. In the absence of such a local regulation, weekly working hours, including overtime, should not exceed 60 hours. In addition, each employee shall be entitled to at least one day off per week.

Suppliers must meet the minimum legal requirements or industry benchmark requirements with regard to salaries and benefits for their employees. Salaries must be at least equal to the minimum wage required by laws and regulations. In addition, all social benefits mandatory required by local laws and regulations must be provided. For the overtime work, the employees shall be remunerated in accordance with the rate of overtime as required by the local law.

7.7. Freedom of Association

Suppliers must recognize and respect the right of employees to join any organized associations of their own choice and to bargain collectively as permitted by local laws and regulations. Suppliers shall not discourage membership in trade unions. Workers' representatives shall not be subject to discrimination and shall be given access to employees at the workplace.

7.8. Health and Safety

Suppliers must ensure a safe and non-hazardous working environment for its employees and promote health and safety practices to prevent accidents and injuries, including fire and accident protection and protection against toxic substances. Suppliers must elaborate and clearly communicate regulations and procedures relating to health, safety, well-being and general facilities to their employees in a clear written form and ensure that these regulations are complied with. Appropriate training on health and safety at work must be carried out regularly.

8. Environment

8.1. Emissions

Suppliers must profile, check and treat emissions, in particular of hazardous organic chemicals, aerosols, corrosives, particles, ozone-depleting chemicals, and ensure an appropriate treatment of such emissions. Suppliers must endeavour to reduce greenhouse gas emissions by recycling and reusing materials and products and introducing environmentally friendly technologies.

8.2. Conflict Minerals

Suppliers shall be committed to keeping the supply chain free of conflict minerals. These are namely tantalum, tin, tungsten and gold, which come from conflict regions and high-risk areas. These are, in particular, mining areas that are the scene of armed conflicts, or which are in a fragile post-conflict situation or whose governance and security are weak or non-existent and in which international and human rights are systematically violated. With regard to the origin of these minerals, the Supplier must comply with the OECD Due Diligence Guide to Promote Responsible Supply Chains for Minerals from Conflict-Affected and High-Risk Areas and, upon request, disclose the measures to Bossard.

8.3. Water

Suppliers shall not contaminate or otherwise adversely impact the quality of groundwater and water bodies. Water shall be used economically for all industrial and/or manufacturing processes. In industrial plants, there should be recirculation systems that allow multiple use of the water.

Suppliers must ensure that the waste water from its operations, manufacturing processes and sanitary facilities is subjected to the necessary treatment before it is discharged into the ground-water. The concentration of hazardous substances in water such as salts, heavy metals and their compounds, oxidizable substances, nitrogen, phosphorus and organic halogen compounds and other chemicals must be minimal to ensure that the wastewater does not cause negative effects for humans and the ecosystem.



8.4. Waste

Suppliers must ensure the correct handling, storage, disposal and transport of waste. Waste must not have any harmful effects on air, soil, water or the health of employees and public health. Hazardous waste must be clearly labelled and properly disposed of. Handling must be carried out with sufficient protective equipment. Hazardous waste shall be kept separate from non-hazardous waste. The Supplier must take measures to avoid and reduce waste.

8.5. Chemicals and Other Hazardous Substances

The handling, storage, disposal and transport of chemicals and hazardous substances must not have harmful effects on humans, animals, plants, soil, water, atmosphere or cultural and other material assets and must be carried out by qualified persons. Explosions, ignitions and other sudden and dangerous events must be prevented. The use of chemicals and other hazardous substances must be kept to a minimum.

Suppliers should, at a minimum, comply with all statutory and other legal requirements relating to the chemical content of their product. In particular,

Suppliers shall report to Bossard any RoHS and REACH restricted chemical substance that is contained in their products. Upon request of Bossard, the Supplier shall provide a declaration of conformity to RoHS- and REACH.

8.6. Management-system

Suppliers must apply an environmentally sound management system and take comprehensive environmental protection measures in the areas of procurement, manufacturing and transport activities or guarantee compliance with internationally recognized environmental management standards, such as ISO 14001.





**We do business
in a professional
and ethical
manner.**



PART III

IMPLEMENTATION, AUDITING AND MEASURES

Bossard expects Suppliers to adopt appropriate corporate policies and establish adequate management systems in relation to the content of this Code of Conduct, and to actively review, monitor and modify their management processes and business operations to ensure that they comply with the principles set out in this Code of Conduct.

In addition, Suppliers shall ensure that the minimum standards of this Code of Conduct are observed and enforced in their own supply chain network. Upon Bossard's request, Supplier shall provide documentation of their compliance with this Code of Conduct.

Bossard reserves the right to audit its Suppliers, including an audit at the Supplier's office and manufacturing sites, for compliance with this Code of Conduct without prior notice. In connection with such an audit, the Supplier shall grant and ensure access for Bossard employees or an auditor to all relevant and reasonably required information and documentation.

Any Suppliers that do not comply with this Code of Conduct will be requested to submit to Bossard an action plan for compliance with this Code of Conduct within a reasonable timeframe. Failure to comply with this Code of Conduct jeopardizes the Supplier's business relationship with Bossard.

Bossard is entitled to terminate the cooperation with the Supplier under any relevant commercial agreement with immediate effect without any liability:

- In the event of repeated or serious disregard of this Code of Conduct;
- in case that no or insufficient action was taken to eliminate or rectify such non-compliance; or
- if, at Bossard's request, no documentation of compliance with the minimum standards in this Code of Conduct is provided.



PART IV

REPORTS

If Suppliers or employees of Suppliers believe that someone in their company, in the supply chain or at Bossard is in non-compliance with the minimum principles set out in this Code of Conduct, they are encouraged to report it to Bossard at group_integrity@bossard.com.



The Bossard Supplier Code of Conduct was approved by the Bossard Group Executive Committee on 16 August 2023 and enters into force on 23 August 2023.



**Only sustainable
success is success.**

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