

# Code of Conduct

for supply partners of ANTRIMON Group

This Code of Conduct defines the principles and requirements of the ANTRIMON Group AG, Gotthardstrasse 3, CH 5630 Muri and ANTRIMON Deutschland GmbH (hereinafter referred to as "ANTRIMON") towards all supply partners of goods and services with regard to its responsibility for human beings and the environment.

ANTRIMON reserves the right to change this Code of Conduct in the event of corresponding changes to the corporate principles. In this case, ANTRIMON expect their suppliers to accept these appropriate changes.

## The supplier hereby declares:

### Conformity with the laws

- to comply with the laws of the respectively applicable legal system(s).

### Prohibition of corruption and bribery

- to not tolerate any form of corruption or bribery, nor to become involved in such dealings in any way, including any kind of illegal payment offers whatsoever or similar benefits to government officials to influence the decision-making process.

### Respect of the fundamental rights of the employees

- to promote the equal opportunities and equal treatment of its employees irrespective of their colour, race, nationality, social background, possible disability, sexual orientation, political or religious conviction as well as their gender and age;
- to respect the personal dignity, privacy and personality rights of each individual;
- to not employ any person against his will or force him to work;
- to not tolerate the unacceptable treatment of employees, such as mental cruelty, sexual and personal harassment or discrimination;
- to not tolerate behaviour (including gestures, language or physical contact) which is sexual, coercive, threatening, abusive or exploiting,
- to ensure appropriate compensation and to pay the minimum wages fixed in national legislation;
- to observe the maximum working hours permitted in the respective country; as far as legally possible, to respect the right of association of employees and to neither favour nor discriminate against members of employee organisations or trade unions.

### Prohibition of child labour

- to employ no person that cannot present proof of having reached the minimum age of 15 years. In countries that fall under the developing countries exemption in ILO Convention 138, the minimum age may be lowered to 14 years.

### Health and safety of the employees

- to accept responsibility for the health and safety of its employees;
- to minimise risks and to provide optimal precautions against accidents and occupational diseases;
- to offer and provide training and to ensure that all employees are educated in occupational health and safety;
- to establish and apply an occupational health and safety management system.

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## Environmental protection/ energy efficiency

- to observe environmental protection and energy efficiency with regard to the statutory regulations and international standards;
- to minimize adverse impact on the environment and to constantly improve environmental protection;
- to establish and apply an environmental management system.

## Supply chain

- to promote compliance with this Code of Conduct among its suppliers;
- to comply with the principles of non-discrimination with regard to supplier selection and treatment.

## Statement of the supplier

Upon acceptance of our orders, our business partner shall confirm compliance with the rules as set forth in our Code of Conduct as follows:

1. We confirm receipt of the "Code of Conduct for Suppliers of ANTRIMON (hereinafter referred to as the "Code of Conduct") and undertake herewith to comply with the principles and requirements of this Code of Conduct in addition to our obligations from the supply agreements with ANTRIMON.
2. Upon request of ANTRIMON, we shall, within a reasonable time frame, provide written voluntary information, if and in so far as the provision of said information is legally admissible and contractual obligations, in particularly pertaining to confidentiality, are not breached as a result, and the protection of operational and business secrets is not endangered.
3. We agree that representatives of ANTRIMON or third parties commissioned by ANTRIMON, giving appropriate written pre-notice, may carry out inspections (audits) to verify compliance with the Code of Conduct in our presence in our companies during normal operational and business hours.
4. We will forward the contents of the Code of Conduct to our sub-suppliers within the scope of the supply chain with ANTRIMON and point out the duty to comply with the principles and requirements of the Code of Conduct.
5. We agree that this declaration is subject to the substantive law under which the supply agreements between ANTRIMON group and us are concluded. In the event that no such agreement exists, this declaration shall be subject to the substantive law of Switzerland with the exclusion of standards which refer to other legal systems.