

Swisslog Code of Conduct for Suppliers

This Code of Conduct defines the principles and requirements of the Swisslog companies with regard to their suppliers' responsibility for people and the environment. Within the framework of the cooperation, the supplier guarantees compliance with the following regulations. In the event of a violation of this Code of Conduct, Swisslog has the right to terminate business relations, including all associated supply contracts.

The supplier agrees to comply with the following stipulations and principles:

1. Environmental protection	<ul style="list-style-type: none"> • Observance of environmental protection with regard to legal norms and international standards. • Avoidance of negative effects on people and the environment during the development, manufacture, useful life and all subsequent processes. • Attention to material reduction and substitution, maintenance and recycling. • Avoidance of substances that are harmful to the environment and to health. • Handling of conflict minerals in accordance with the OECD guidelines.
2. Product quality and product safety	<ul style="list-style-type: none"> • Compliance with quality standards and contractually agreed quality and safety requirements.
3. Promotion of human rights and good working conditions	<ul style="list-style-type: none"> • Respect for human rights and fair treatment of their own employees. • No employment of employees against their will. • Promotion of equal opportunities and equal treatment of their own employees irrespective of their skin color, race, nationality, social background, possible disabilities, sexual orientation, political or religious convictions, gender or age.
4. Prohibition of child labor	<ul style="list-style-type: none"> • No recruitment of employees under the minimum age of 15 years. • In countries which are exempted as developing economies in accordance with ILO Convention 138, the minimum age may be reduced to 14 years.
5. Right of assembly and collective bargaining	<ul style="list-style-type: none"> • No obstruction or prevention of (i) the exercise of freedom of association, (ii) membership of labor organizations or (iii) membership of employee representative bodies in accordance with the applicable laws.
6. Establishment of optimal working conditions	<ul style="list-style-type: none"> • Compliance with occupational health and safety standards. • Fair, healthy and safe working conditions.

7. Right to fair remuneration and payment of minimum wages	<ul style="list-style-type: none"> • Payment of fair remuneration to ensure a dignified existence.
8. Working hours	<ul style="list-style-type: none"> • Compliance with the working hours regulated in the corresponding national legislation.
9. Prohibition of all forms of corruption	<ul style="list-style-type: none"> • No tolerance of, or involvement in, any form of corruption or bribery.
10. Anti-Trust Law and other competition laws	<ul style="list-style-type: none"> • Acting in compliance with national and international competition laws and not participating in any agreements concerning prices, the market or bids.
11. Avoidance of conflicts of interests	<ul style="list-style-type: none"> • Avoidance of conflicts of interests that could have a negative impact on business relationships.
12. Information and data protection	<ul style="list-style-type: none"> • The supplier undertakes to meet the reasonable expectations of its customers, suppliers and employees regarding the protection of private information. • He must comply with the relevant laws on data protection and information security as well as the official regulations pertaining to the collection, storage, processing, transmission and passing on of personal information.
13. Protection of intellectual property	<ul style="list-style-type: none"> • Respect for the intellectual property rights of others.
14. Supply chain	<ul style="list-style-type: none"> • Appropriate promotion of compliance with the contents of the Code of Conduct towards their own suppliers.
15. Right of verification	<ul style="list-style-type: none"> • Swisslog reserves the right to verify compliance with the Code of Conduct. • This may be carried out, for example, by means of audits, questionnaires and assessments. • In the case of doubts regarding compliance with this Code of Conduct, the supplier will be prompted to adopt suitable countermeasures and to report the process to the responsible contact at Swisslog.