

Monosuisse Group

Code of Conduct

Our principles

Our standard document "Guidelines and Principles" contains generally applicable directives that define our standard for daily business life. Chapter 11 "Ethics" contains the following principles that apply to our employees, customers and especially to our suppliers.

The guiding theme "Ethics" in chapter 11 "Compliance with high ethical standards in all our activities and behaviors, at all times in accordance with our values and legal regulations" comprises of the following principles:

- We make no compromises in the areas of integrity and honesty.
- We do not tolerate any active or passive bribery: no disproportionate gifts, commissions, compensations, etc., for an inadmissible advantage.
- We do not gain unjustified personal advantages: no involvement in business with Monosuisse in which we or our family members hold a personal interest.
- Monosuisse employees or their close family members do not engage in any business that competes with Monosuisse.
- We act in a performance-oriented and with a fair manner in the market. We do not make any agreements in terms of prices, quantities or markets with competitors.
- All managers adhere to our directive "Guidelines of Behavior in Business".

Scope of application

This code of conduct and the above mentioned principles apply to all suppliers of Monosuisse, subordinate suppliers and contractors. Furthermore, the standards of the ILO (International Labor Organization) in addition to the following rules are valid:

1 Human rights

The supplier is obligated to respect internationally recognized human rights and to adhere to the principles mentioned above.

2 Child labor

The supplier obligates itself not to tolerate any exploitation of children and not to employ children who have not yet reached the minimum working age. Every child must be protected from economic exploitation and from having to carry out work which is classified as dangerous, has a negative impact on the child's education or which impairs the child's healthy development.

3 Fair and equal treatment

The supplier is obligated not to tolerate any form of discrimination and grants its employees the right of association and negotiation.

4 Forced labor

The supplier is obligated not to tolerate any kind of forced labor and respects the principle of employment free choice.

5 Working time and free time

The supplier is obligated to respect all applicable laws in the area of working and resting times. Working hours must meet the requirements of all applicable laws.

6 Health and safety

The supplier is obligated to meet the requirements of all applicable laws regarding health and safety at the workplace.

7 Environmental protection and sustainability

The supplier is obligated to comply with all requirements of the applicable laws regarding environmental protection.

8 Corporate integrity

Any form of corruption, bribery and unfair business practices are strictly prohibited. The supplier complies with all applicable legal provisions.

Compliance, monitoring and tracking

The supplier agrees to the present code of conduct without any changes or exceptions. It lies in the responsibility of the supplier to ensure that this code of conduct is implemented.

The supplier will provide sufficient evidence to confirm that the above mentioned requirements have been met. In addition, Monosuisse reserves the right to monitor compliance with this code of conduct for existing and new suppliers. Monitoring can take place unannounced and can be carried out by an independent third party. Monosuisse will inform the supplier about the results of the monitoring. If the supplier does not meet the conditions of this code of conduct, Monosuisse reserves the right to terminate the business relationship at its own discretion, with immediate effect and to the exclusion of any liability or obligation.

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