Code of conduct/compliance for business partners

This code of conduct is part of the corporate culture of Metallux AG including its affiliated companies (collectively “Metallux”) and is aimed at all business partners who produce or provide products or services for Metallux, as well as suppliers of products, dealers, contractors (sub-contractors) and Metallux service providers.

Scope
After becoming aware of this code of conduct, Metallux's business partner is bound to the obligations contained therein in the context of and in connection with business and business initiations with Metallux.

1. Compliance with legal requirements and other legal requirements
The business partner adheres to all applicable laws and other legal requirements in the countries in which it operates and takes appropriate measures to ensure compliance with these laws and other legal requirements.

2. Human and employee rights
The business partner undertakes not to discriminate against employees when hiring or during their employment because of their gender or age, ethnic origin, nationality, skin color, any disability, sexual orientation, religion, political opinion or for similar reasons.

The Business Partner maintains a work environment in which there is no undue reprisal and in which the personal dignity, privacy and personal rights of each individual are respected.

The business partner adheres to the prohibition of forced or child labor and ensures the provision of appropriate wages, benefits, working hours, freedom of association and other fair working conditions in compliance with the local laws applicable to it.

The business partner takes action against any unacceptable treatment of and between employees, in particular the use of violence, psychological harshness, sexual or personal harassment or discrimination.

3. Prohibition of corruption and bribery
The business partner assures Metallux that it will not tolerate any form of corruption or bribery or engage in or participate in any form of corruption, including any unlawful offers or the acceptance of payments or other benefits.

4. Fair competition; Import and export regulations
The business partner is committed to fair competition and guarantees that its business practices are compatible with applicable antitrust and competition law.

Business Partner will comply with all applicable import and export control laws, including, but not limited to, sanctions, embargoes and other laws, regulations, government requirements and policies that control the transfer or shipment of goods, technology and payments.

5. Product safety, occupational safety
The business partner offers its employees a safe working environment that promotes accident prevention and minimizes health risks for its employees while observing the legal requirements for quality, safety and occupational health.

The business partner trains its employees on occupational safety and takes effective precautionary measures against accidents and occupational diseases.

6. Environmental protection and product safety
The business partner must comply with all national and international environmental and product safety standards that apply to him; He carries out quality assurance measures continuously and to a sufficient extent to ensure the safety and functionality of the products manufactured or services to be provided for Metallux.

Environmental pollution must be continuously minimized and environmental protection continuously improved.

7. Confidential Information
The business partner ensures that its employees treat confidential data and information that they have acquired in connection with their business activities with Metallux as strictly confidential and do not disclose them to third parties. Furthermore, the business partner protects and secures Metallux's intellectual property as confidential legal property and will immediately alert Metallux to any impending infringement of its intellectual property after becoming aware of it.

8. Legal consequences of non-compliance
Metallux and the business partner consider compliance with the provisions of this code of conduct to be essential to their business relationship. In the event of significant violations of this code of conduct by the business partner, Metallux reserves the right to terminate the business relationship with the business partner, subject to the applicable laws and contractual regulations, and to assert any claims to which Metallux may be entitled.

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Stand 8/2022