

This **Code of Conduct of Christ & Heiri Group** describes our corporate mission statement with its values and rules, based on which we conduct our business and shape our cooperation.

Our Code of Conduct is binding for all employees of Christ & Heiri Group. We also expect our suppliers to comply with it.

OUR PRINCIPLES AND VALUES

1. COMPLIANCE WITH LAW AND REGULATIONS

For us, compliance with applicable laws and regulations is the basic principle of economically responsible action. All our employees observe the legal requirements and obligations and act on the basis of them.

2. FAIR COMPETITION AND BUSINESS RELATIONS

We are committed to fair and open competition. We comply with applicable competition law at all times. Our economic decisions are made exclusively based on objective criteria.

We do not tolerate any form of corruption or bribery, whether by public officials or private individuals, in order to secure contracts or other advantages. We expect the same integrity from all those with whom we maintain business relationships, especially from our suppliers.

Christ & Heiri Group fully complies with all legal obligations regarding money-laundering prevention.

3. EQUAL TREATMENT AND NON-DISCRIMINATION

The irrevocable values of Christ & Heiri Group include equal treatment and non-discrimination within our working and business environment.

Regardless of skin color, nationality, social origin, disability, sexual orientation, political or religious beliefs, gender or age, we live a culture of mutual respect.

4. HUMAN AND EMPLOYEE RIGHTS

We are committed to internationally recognized human rights. We reject all forms of forced or child labor.

The legally secured employee rights are fully complied with. These include, among other things, the right to adequate compensation as well as the observance of legally stipulated working and vacation times.

Occupational health and safety are part of a human working environment and enjoy the highest priority at our company.

5. ENVIRONMENTAL PROTECTION AND SUSTAINABILITY

Environmental protection and sustainability are among our important corporate goals and are taken into account by us in all decisions and business activities. We are committed to the UN's 'Sustainable Development Goals'.

Our employees are encouraged to contribute to the protection of the environment, climate and resources through their personal behavior in the workplace.

6. INFORMATION ABOUT OUR PRODUCTS

One of our values is to ensure truthful information about our products. The information includes transparent and full documentation of procurement, production as well as disposal of production-related waste/hazardous waste.

7. SUPPLY CHAIN

We select our suppliers according to technical, economic and sustainable aspects in order to ensure the best possible quality of our products in connection with sustainability.

We require that all legal regulations on conflict minerals are fulfilled and, if necessary, the corresponding evidence is provided by the suppliers. The same applies to the RoHs and REACH regulations.

We expect our suppliers to conform to our Code of Conduct.