

## Code of conduct for the hostettler group

The code of conduct stipulates the most important principles, ethical guidelines and standards, which we uphold in the hostettler group and the associated companies, and by which we orientate our economic activity. Independent adherence to the highest ethical standards of behaviour and the strict pursuit of all national and international laws that are relevant for us are at the core of our entrepreneurial activities. We place great importance on fair employment conditions and the defined high quality of the products.

**The code of conduct applies to all employers in companies belonging to the hostettler group as well as members of the Board of Directors, our contractors, consultants, etc.**

The following themes are examined:                      Laws, integrity, anti-corruption, international trade, fair competition, human rights, equality and diversity – people of colour, forced labour, child labour, sustainability, health and safety

### Laws

The hostettler group requests all employees to uphold the valid laws in their activities at all times.

### Integrity

The hostettler group requires all activities to be ethical and responsible. The aim of our code of conduct is to avoid undesirable activities and to promote high standards of integrity and the upholding of applicable laws and provisions by all people acting on behalf of the hostettler group. Therefore, we will always request, whenever we ask someone to deliver services in our name, that the provider, agent or advisor also adheres to our code of conduct or complies with ethical guidelines which ensure that they act in a proper and responsible way too.

### Anti-corruption

The hostettler group operates according to high ethical standards and acts in a considerate, goal-orientated and entrepreneurial way. Business partners are selected purely based on performance indicators. Decisions are always made in line with the hostettler group and never for reasons of personal gain. The hostettler group refuses any form of bribery and corruption and will act against any form of such. The applicable anti-corruption laws and provisions are upheld wherever we do business. Any attempt to influence a person via hospitality, entertainment or gifts in order to procure business is strictly forbidden.

### International trade

The laws governing international trade are effective with regard to the transportation of goods, services and technology beyond national borders. It is our policy to strictly comply with these laws and provisions in countries in which we do business.

### Fair competition

We are obliged to adhere to the competition and antitrust laws in force in the markets in which we operate. These laws should prohibit practices which limit trade or unreasonably restrict free and fair competition.

### Human rights

We are committed to respect human rights and to comply with all applicable national and local labor laws in the countries in which we operate. In our business activities, we will observe all essential social aspects and respect fundamental labor standards.

## **Equality and diversity – people of colour**

We respect the individual and make every effort to create a working environment that is characterised by equality and diversity. We do not accept any form of discrimination by or towards our own employees, others taking part in our activities, or those with whom we cultivate business relationships, irrespective of their origin, nationality, gender, skin colour, religion, age, political or trade union activity, sexual orientation, etc.

## **Forced labour**

Any form of slavery, bonded labour and forced labour under the threat of punishment, or other means of coercion against the will, carried out in subjugation or on an imprisoned person, is prohibited and will not be tolerated.

## **Child labour according to UNICEF**

Child labour is defined as work for which children are too young or which is dangerous and exploitative, which causes physical or mental damage, or which prevents children attending school. It deprives children of their childhood and contravenes the rights of children, which are applicable worldwide. There is a differentiation between normal tasks, for example, in the household, legal employment of young people and the exploitation of children. Most states have specified a minimum age of between 14 and 16 years by law.

## **Sustainability**

The protection of the environment and the preservation of natural resources are important to the hostettler group. The board of directors, the management team and employees are expected to carry out their work in an environmentally conscious way and to support the initiatives of the hostettler group for environmentally-friendly and sustainable ways of working.

## **Health and safety**

We endeavour to create a healthy workplace for all employees, with good working conditions and a suitable working environment. We are therefore committed to work arrangements that promote health, and we support preventative measures accordingly.

## **Conclusion**

The code of conduct has been adopted by the Board of Directors of hostettler holding ag and should be communicated to all employees worldwide. We expect all employees to strictly adhere to the guidelines of this code of conduct.

In addition to the Board of Directors and the group management, each individual employee is also responsible for implementing and upholding it. The hostettler group is certain that adherence to this code of conduct will contribute to further expanding the market position and thereby increasing the value of the company.

hostettler holding ag

Sursee, 25 March 2021

*The hostettler group code of conduct is originally published in German. Discrepancies or differences created in the translation are not binding and have no legal effect. If any questions arise related to the accuracy of the information contained in the translation, please refer to the German version of our code of conduct, which is the official and only binding version.*