

Directive G 260/18 e

SCHURTER – Code of Conduct

The SCHURTER Code of Conduct sets out binding principles for the actions of the Board of Directors, Executive Board, senior management and employees of the SCHURTER Group (hereinafter referred to as “SCHURTER”) as well as its suppliers and trading partners. As a flagship company in terms of business excellence, SCHURTER takes company ethics and corporate governance very seriously.

SCHURTER’s business strategy aims to ensure lasting and sustainable business success through innovation, high product and service quality, flexibility and customer proximity.

The Code of Conduct sets out the position of SCHURTER and is intended as a message to all stakeholders. This enables business partners, employees and competitors to conduct themselves in a correct, law-abiding and fair manner at all times without the fear of being at a disadvantage.

SCHURTER, its executive management and management at all levels undertake to set a good example of integrity in their day-to-day business activities and to advocate compliance with and implementation of the Code of Conduct.

Policy

Integrity, professional conduct at all times and the good reputation of a company pose decisive competitive advantages. As a globally active company, SCHURTER not only complies with all national laws and provisions but also only maintains business relationships with partners whose principles are based on trustworthiness and honesty.

1. Application

The SCHURTER Code of Conduct governs conduct in business relationships and applies to all employees. Business partners are called on to follow this Code of Conduct appropriately in their business dealings with SCHURTER.

2. Compliance with laws, regulations and directives

All employees are required to comply with the prevailing laws and regulations. The applicable norms and international regulations of the countries in question must be observed in the case of foreign business dealings. The same applies to the internal regulations and directives of SCHURTER.

3. Employees / human rights/ child labour

SCHURTER respects the human rights of its employees and promotes good and safe working conditions. Discrimination on the basis of skin colour, nationality, social origins, gender, sexual orientation, age, religion and membership of trade unions or political parties is not tolerated.

Young employees must have reached the legal minimum age of the country in question. Child labour is not tolerated.

Furthermore, SCHURTER upholds ILO Convention 138 (Declaration of the International Labour Organisation on basic labour principles and rights) and all country-specific laws and requirements.

4. Environment, health and safety

SCHURTER is committed to sustained development and takes all necessary measures to protect the environment within its scope of influence. In accordance with this commitment, SCHURTER pursues a comprehensive and sustained approach with regard to health, safety and environmental management.

5. Business integrity / anti-corruption / all forms of benefits

All employees are required to distance themselves from actions that could damage the trust placed in SCHURTER by our business partners and the public at large. Corrupt and immoral practices in particular are prohibited. It is also prohibited to promise improper advantages to holders of office or third parties (customers, suppliers or other business partners) or to pay bribes for the purpose of obtaining transactions or partial transactions.

6. Conflicts of interest / protection of operational and company secrets

SCHURTER employees should avoid situations which could lead to a conflict of their own personal interests and those of SCHURTER. In particular, all commercial or other interests in companies with which SCHURTER has business relations must be disclosed. Office held, such as memberships on boards of directors, own business activities, executive board and / or consultancy mandates must be disclosed and are in some cases subject to approval. SCHURTER employees undertake to uphold all operating and business secrets as intellectual property of the company. They also respect the patents, brands and intellectual property of third parties (see 5 above) and competitors.

7. Integration of supply chain and trading partners

SCHURTER employees ensure that other stakeholders such as suppliers, trading and development partners also comply with and actively practice this Code of Conduct of the SCHURTER Group. It must be possible for changes carried out in an appropriate manner by SCHURTER to be adapted.

8. Application and monitoring

This Code of Conduct must be observed by all SCHURTER employees. It forms an integral part of the employment contract and must be issued to new employees at the commencement of employment. Disciplinary measures in accordance with local company regulations will be taken against any employee acting in breach of this Code of Conduct. These can also include termination of the employment contract without notice with the obligation to pay damages.

9. Duty to inform

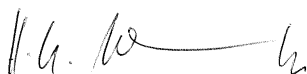
Questions or knowledge of any breach of this Code of Conduct must be addressed to the managers of the Group companies or directly to SCHURTER Holding AG, Werkhofstrasse 8, CH-6002 Lucerne. Under no circumstances may employees asking questions or reporting breaches of this Code of Conduct be discriminated against by their superior.

10. Entry into force

The revised version of the Code of Conduct (CoC) enters into force on 1 January 2018 and replaces the version of 1 May 2013.

Lucerne, 22 December 2017

SCHURTER Holding AG



Hans-Rudolf Schurter
Chairman and CEO