

Code of Conduct for Suppliers

WILD & KÜPFER

Code of Conduct for Suppliers

Since our company was founded in 1979, we have placed great value on fair and sustainable actions and ways of thinking. Our culture and our values have been unchanged since day one: "Innovative – Cooperative – Versatile – Personal – Solution-driven".

Our Suppliers are extremely important to us. We strive to organise our cooperation with Suppliers according to ethical principles to create joint values and meet the requirements of our customers and stakeholders together. Sustainable and responsible procurement and compliance with legal requirements are among the founding principles of Wild & Küpfer.

This document sets out the minimum requirements for our Suppliers in terms of ethics, working conditions and human rights, health, safety and the environment.

Wild & Küpfer also expects its Suppliers to inform their affiliated companies, subcontractors and sub-suppliers of all of the principles and requirements included in this document and ensure compliance with them. Suppliers are obligated to take these principles into account when selecting sub-suppliers.

Schmerikon, 25 October 2023



Tobias Wild
CEO



Daniel Wild
CTO / Member of the Management Team

The most important principles

The term Supplier includes individuals or organisations that provide Wild & Küpfer with services, raw materials, components, finished products or other products.

These principles are not intended to replace, amend or contradict valid legal or official requirements or contractual obligations concluded with Wild & Küpfer.

Ethics

Business integrity and fair competition

Any form of corruption, extortion, embezzlement and bribery (including facilitation payments), and anything of this nature, is forbidden.

The Supplier must ensure compliance with the anti-corruption conventions of the United Nations (UN) and the Organisation for Economic Co-operation and Development (OECD) and the applicable anti-corruption laws.

In particular, the Supplier must ensure that none of its employees, subcontractors, representatives, agents, consultants or suchlike offers, promises or warrants to the employees of Wild & Küpfer, a customer of Wild & Küpfer or another party any benefits in order to receive a contract or any other preferential business treatment.

Prohibition of money laundering

Suppliers must comply with the applicable legal obligations on the prevention of money laundering.

Conflicts of interest

Conflicts of interest based on private matters, business or other activities, including ones in which relatives or other partners or organisations are involved, must be avoided or declared. Decisions must be made exclusively on the basis of objective criteria.

Provisions of competition law

Provisions of competition law must be complied with. Suppliers must engage in fair competition. They must not participate in any anti-competitive exchange of information or collusion, nor must they improperly exploit a dominant market position.

Data protection

Suppliers are obligated to safeguard confidential information and only use such information in the proper manner to guarantee the protection of the privacy of companies and employees.

Work and human rights

Wild & Küpfer expects its Suppliers to comply with the UN's Declaration of Human Rights and the Core Labour Standards of the International Labour Organization (ILO) and thus take into account the laws and legal structures of the various countries and sites.

Free choice of employment

Suppliers must not operate any forced labour, bonded labour or obligation to work.

Child labour

Suppliers must not operate any child labour. Young employees under the age of 18 may only be employed for non-hazardous work and if the young employee is not below the legal minimum age of employment in the respective country or the age for the completion of compulsory education.

Discrimination

Suppliers must provide a workplace free from harassment and discrimination. No employee may be discriminated against because of their gender, age, skin colour, culture, social or ethnic origin, sexual identity or orientation, any disability, religious affiliation, political orientation or family status, provided that this is based on democratic principles and tolerance towards others.

Fair treatment

Suppliers must create a workplace free from harsh and inhumane treatment, including sexual harassment, sexual abuse, psychological or corporal punishment, psychological or corporal coercion or verbal abuse of employees, or any threat of such treatment.

Freedom of association

Freedom of association, i.e. the right of employees to form an employee representative body and engage in collective bargaining, must be observed in accordance with national legislation.

Pay and working hours

Suppliers must remunerate employees in accordance with national laws. This includes but is not limited to compliance with legislation on maximum working hours, compensation for overtime and the legal minimum wage.

Occupational health and safety

Health and safety in the workplace

Suppliers must provide healthy and safe working conditions. Suppliers and production sites must have an occupational health and safety management system that complies with ISO 45001 or equivalent.

Suppliers must provide their employees with the necessary personal protective equipment (PPE).

Environment

Environmental permits

Wild & Küpfer expects its Suppliers to comply with the applicable national environmental laws, regulations and standards. Suppliers with production sites must have an appropriate environmental management system that complies with ISO 14001 or an equivalent system for the protection of the environment in order to minimise damage and risks to the environment.

Chemicals of concern / material compliance

One of Wild & Küpfer's most important goals is to develop environmentally sound products, in order to improve the protection of human health and the environment from the risks arising from the use of chemicals and hazardous substances.

Chemicals of concern may include:

- The EU REACH Regulation (Registration, Evaluation, Authorisation and Restriction of Chemicals)
- The EU Directive on the Restriction of Hazardous Substances (RoHS Directive)
- The Globally Harmonised System of Classification and Labelling of Chemicals (GHS)

Waste and emissions

Suppliers must ensure that handling, transport, storage, recycling, reuse or management processes are in place for waste, air emissions and wastewater.

It must be ensured that waste, wastewater or emissions that may have adverse effects on people and the environment are appropriately handled, controlled and processed before being released into the environment.

The applicable version of our Code of Conduct for Suppliers is available on our website.

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